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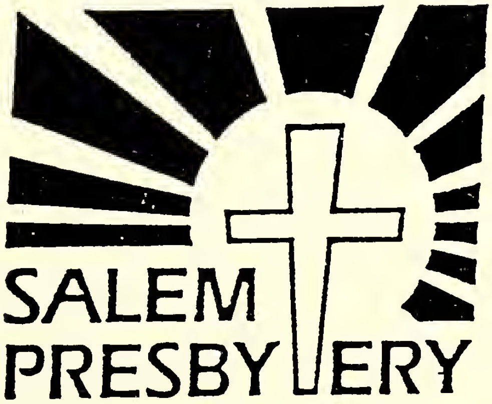
Minutes of


SALEM
PRESBYTERY

SEVENTEENTH STATED MEETING
BUFFALO PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA
February 6, 1993

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MINUTES OF

SALEM PRESBYTERY

SEVENTEENTH STATED MEETING
BUFFALO PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA

February 6, 1993

OFFICERS

Moderator	Rudolph V. Boone, Sr.
Moderator-in-Nomination	Cynthia R. Higgins
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Congregational Life	Hewon Han
Associate Presbyter for Care and Development of Leadership	A. Michael Warren
Hunger Action Enabler	Catherine J. Reed
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Suzy Marion
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Judy Brock
Secretary	Cynthia Downing

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (919) 766-3393

SEVENTEENTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

BUFFALO PRESBYTERIAN CHURCH

GREENSBORO, NORTH CAROLINA

February 6, 1993

The Seventeenth Stated Meeting of Salem Presbytery was called to order by Moderator Rudolph V. Boone, Sr., at 9:00 a.m., Saturday, February 6, 1993, in the Buffalo Presbyterian Church of Greensboro, North Carolina. The opening prayer was led by the Moderator.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

ENROLLMENT

Commissioners		Administrative Staff	
Elders	162	Non Commissioners	5
Ministers	115		
		Visitors	84
Corresponding Members			
Ministers	2	Presbytery Moderator	1
Church Educators	6	Total Enrollment	375

The following Ministers were enrolled:

A-F

George W. Alexander, Jr., Michael E. Askew, Sr., J. Lawrence Ayers, Jonathan C. Barker, Shawn E. Barkley, Jesse W. Bledsoe, Warren C. Brannon, Robert A. Bryant, Robert E. Button, George C. Carpenter, William H. Chappell, Carole F. Chase, M. Gray Clark, Robert Cleveland, Mary Boyd Click, Charles W. Clubb, O. Leighton Culler, Kermit W. Dancy, David T. Daniel, Frank A. Davison, Barbara E. Dua, Carl W. Dumford, Steven W. Dyer, Christopher F. East, John E. Eliason, Stewart E. Ellis, Robert C. Evans, III, Carlton A. G. Eversley, T. McLean Faw, Jr., Dusty K. Fiedler, Charles G. Fitzpatrick, Joseph W. Flora, James T. Frazier, Elijah B. Freeman, Robert O. Freeman, Harold E. Fuller, Jr.

G-M

Robert J. Goforth, James H. Grant, Jr., Lucius A. Gray, Hewon Han, John M. Handley, William C. Hayes, James Henderson, Cynthia R. Higgins, Z. N. Holler, Frederick R. Horner, Robert M. Howard, Joanne R. Hull, Stephen A. Hundley, Guy W. Hunt, Jr., George Hunter, Ann B. Jahnes, Robert S. Jeffords, William R. Knox, Morton Kurtz, Donald E. Lannon, William F. Lawrence, Jr., James E. Layman, Robert E. Lee, David T. Lee-Andrews, David Leininger, Robert M. Matthews, James M. Mauldin, Stephen P. McCutchan, Sam E. McGregor, Jr., Charles McKee, William S. Metzel, Judson J. Milam, John L. Milholland, E. Thomas Miller, James F. Miller, Donald Mimbs, K. Moser Misenheimer, James A. Mitcham, Molly D. Morgan, Allen E. Morrison, William H. Morrison, Stephen A. Moss, George H. Murray, IV.

N-Z

J. Herbert Nelson, Frances Olson, David C. Partington, S. Curtis Patterson, Jamie Bibee Pharr, A. B. Plexico, Phillip J. Pogue, Donald G. Price, Catherine J. Reed, Marie P. Reed, Raymond Riddleberger, Russell H. Ritchel, Jr., Jeannette G. Rodenbough, Paul S. Ryoo, A. Carter Shelley, Jerold D. Shetler, Ethel C. Simonetti, Ronald A. Smith, Billy Sosebee, Joe L. Spears, Rollin M. Steele, Jr., Samuel Stevenson, Jamie D. Stimson, John G. Truitt, Jr., W. Russell Ward, Jr., A. Michael Warren, Worth N. Watts, William C. Weckerly, Kellie E. Weekley, Norman M. Whitney, Sr., Frank C. Wilkinson, James K. Wilson, Jr., Paul D. Woodall, Jr. R. Scott Woodmansee, William J. Wrenn, Jr., Richard S. Wurst, Jr.

The following Ministers asked to be excused from attendance:

Wyatt Aiken, Jr., Frank J. Allen, James H. Allen, John W. Bell, Linda L. Blessing, L. Adlai Boyd, John C. Brearley, Charles R. Carter, S. Jay Click, Frederick A. H. Coates, Frank M. Dew, James A. Dickens, M. Susan Dobyns, Robert A. Fiedler, Janet Briscoe, Philip R. Gehman, Robert W. Herron, William Stacy Johnson, Walter W. King, Phyllis M. H. Kort, Thomas K. Lane, Robert M. Lewis, S. Edwin Lewis, Paul Lindsey, Steve A. Martin, H. Reid Montgomery, Steve M. Pharr, Joseph L. Pickard, Michael J. Poulos, Leland A. Richardson, Paul N. Ridolfi, James M. Rissmiller, Dennis J. Sebesan, R. Page Shelton, James T. Shields, Laura M. Spangler, Patricia F. Stewart, Larry E. Summey, Robert R. Tolar, Jr., Rockwell P. Ward, J. Gordon Williams, Robert L. Yoder, Christopher E. Zorn.

The following Missionaries and Chaplains were excused:

Sherron K. George, Lewis C. Kimmel, Jr., Connell Osborne.

The following Honorably Retired Ministers excused:

Alonza M. Alexander, Tom B. Anderson, Lawrence W. Avent, Thomas B. Bagnal, Jr., James H. Banbury, Ernest Bradford, Edwin C. Brammer, Jr., Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, L. B. Colquitt, Jr., Frank C. Collier, Watt M. Cooper, Herbert H. Culler, F. Marion Dick, C. Wayne Dixon, Norris Fellows, Roscoe B. Fisher, Robert L. Forbis, Jr., William H. Foster, Jr., Milton M. Foust, Samuel R. Fudge, Joseph M. Garrison, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, John S. Johnson, Hardin A. King, Julian Lake, William F. Long, John W. Luke, Wilkes D. Macaulay, John R. McAlpine, Jr., James M. McDaniel, Lacy V. McPherson, Allen C. McSween, Joseph Mullin, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, W. Clark Porter, III, James L. Price, Jr., John A. Redhead, Jr., Gerald N. Reiff, William C. Rhodes, Jr., Lester E. Sheppard, William R. Smith, III, Thompson B. Southall, Harry S. Thomas, Robert L. Turner, William D. Varker, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Robert S. Wells, John C. Whitley, John A. Womelfdorf.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

Malcolm M. Bullock, Robert R. Childs, Jr., Max E. Deal, Larry W. Freeman, Carter B. Gillespie, Scott C. Girard, David L. Henry, Ann I. Hoch, William S. Johnston, Henry J. Keating, Benjamin Kirkland, Z. Bradford Long, Ivan W. Lowery, J. Roger Marrow, Lisa Mullen, Richard Osmer, Franklin L. Partridge, III, Grant M. Sharp, Jeffrey D. Smith, Jerry M. Smith, Stevan A. Snipes, John B. Talmage, Glenn C. Thomason, Benjamin F. Williams, Charles Williams.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Ralph Bare, Roger H. Smith, Walter J. Smith, Allen Temple Margaret Cowan, Virginia Mott, Asbury Tom Sheppard, First (Asheboro), Ruth Allen, John Grey, Bethany (Graham) William R. Sizemore, Bethany (Statesville) James V.

Somers, Bethel William J. Terry, Bethesda (Ruffin) Mitch Foster, Bethesda (Statesville) Miriom Wilfong, Beulah Elizabeth R. Scott, Bixby Lib Cornatzer, First (Boone) Lawrence Prucino, First (Boonville) Hallie Cundiff, Marilyn K. Scales, Brentwood Fay Frazier, Buffalo William T. Russell, Jr., Calvary Marvin Norman, Cameron Marvin R. Barber, Isaasc A. Stockton, Centre Gerald F. Bliss, Church of the Cross Marion S. Clark, Clemmons Cora Price, Collinstown Mark George, Community in Christ Don Hanes, Concord Henry Parlier, Cooleemee Doris Williams, Cross Roads Ray Clark, Danbury Community Kay M. Richey, Dellabrook Avenida Glenn, Dogwood Acres John Roberson, First (Eden) Coy Stack, Edward Webb Gladys W. Bailey, LaDonna McCarther, Elkin Peggy Dudley, Byron Wolfe, Fairmont Bob Leary, Faith William Patrick Pate, Fieldstone Allen Frye, Fifth Creek Keith Niblock, Flat Rock A. L. McAlexander, Forest Hills Thomas L. Blount, Forest Park Pearl Jewett, Francisco Jerry George, Franklin Nathan S. Thomason, Freedom Minnie Dobbins, Dorena Stevenson.

G-M

Glendale Springs Brenda Barker, Grace Romie E. Avery, Lillie Cuthrell, Graham Bill Cooke, Fay Harrington, First (Greensboro) W. Douglas Albright, Robert M. Armfield, W. Erwin Fuller, Jr., Milnor P. Jones, Greenwood Tom Williams, Griers Kelly Butler, Guilford Park Jim Merritt, Ed Gardner, Betty Peraldo, Hawfields R. A. Evans, Jr., Graham Smith, First (High Point) Carl Bailey, Doug Clark, Highland Dr. Pam Pepper, Sarah Frances Thompson, Hills Barbara Bryant, Jamestown J. I. Dodson, Barry L. Neel, John Calvin Haywood Cope, First (Kernersville) Gil Sheets, Lansing Fred Carter, Laurel Fork Don Tucker, First (Lexington) Mike Albert, Dick Cameron, Second (Lexington) Tom Ryder, Lloyd Edwin L. Patterson, Vera M. Williams, Madison Don Morrison, Mebane Wilson G. Jeffreys, Memorial Dick Whitt, First (Mocksville) Everette A. Eckerd, First (Mooresville) Eliza R. Good, P. Carroll Teeter, Mt. Jefferson Orleta M. Demuth, Mt. Tabor Vanessa Chunn, John Heaggans, Mt. Vernon Springs Gina Webster.

N-Z

New Creation Community Joel C. Jenkins, New Salem Jeanne Cockrell, North Wilkesboro Ellen C. Lipscomb, A. Gerlad Lankford, Old Providence Todd Sharp, Old Town John B. Barr, Parkway Nancy Gilbert, Diane Luce, Piedmont George Florence, Pine Hall Chiz Rodenbough, Pine Ridge Peggy Taylor, Pittsboro Blanche Morrison, Pleasant Grove Linda B. Cobb, Presbyterian Church of the Covenant Shirley G. Easterling, Prospect Bob Edmiston, Randolph Lewis Hinesley, Reid Memorial Leonard D. Campbell, Vivian S. Worth, First (Reidsville) Jane K. Stuart, First (Salisbury) Michael Farris, Steve Thurston, Sedgefield Jean Wehner, Shady Side Charles England, Nancy Gilchrist, Rebecca Peoples, Shallowford Joanne Federchuck, Shiloh (Burlington) Helen Hartman, Siler City Edna Becker, Smyrna D. L. Tuttle, Sparta Carolyn Young, Speedwell Winifred H. Yoder, Spencer Rose Miller, Springwood Billy G. Sutton, St. Andrews Bill Beck, St. James Catherine Bonner, Luella J. Graves, Walter S. Patterson, Catherine Rankin, Rosa T. Yourse, St. Paul (Greensboro) Ronald Ervin, St. Paul (High Point) Sandra P. Tillman, Starmount Carol Carpenter, Eloise Lewis, Robert Pittard, First (Statesville) Don Haynes, David Parker, Stoneville Jean Primm, Taylorsville William Mitchell, Third Creek Forrest S. Lloyd, First (Thomasville) Marian R. Greeson, Thyatira Ronda White, Trinity (Burlington) Robert L. VonBergen, Trinity (Salisbury) Delaine Fleming, Franklin Lyerly, Trinity (Winston-Salem) Charles D. Sheets, Unity Sam Correll, Vandalia Lois K. Bohnsack, Wentworth W. D. Herron, Westminster (Greensboro) Mary U. Eagle, Rosemary S. Overton, Whispering Pines Emmett Rich, First (Winston-Salem) Jon Bolton, Mack Dagenhart, Molly Johnson, James S. Price, Martha J. Young, Yadkin United Marian L. Smith, Thomas O. Vinson, Yadkinville Suzanne Thomasson, Yanceyville Bertha Cobb.

The following Churches were excused from having representatives at this meeting of Presbytery:

Baird's Creek, Clio, Immanuel, Logan, First (Mt. Airy), Riverview, Second (Salisbury), Sandy Ridge, Tabor.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

First (Burlington), Cleveland, Covenant, Crestwood, Ebenezer, El Bethel, Elmwood, Fellowship, Glenwood, Gulf, Harmony, Hope View, Joyce, Korean First, Little Joe's, Love Valley, Milton, Second (Mocksville), Mount Vernon, Oakland, Oakview, Peak Creek, First (Pilot Mountain), Red House, Rumple Memorial, Shiloh (Statesville), Southminster, Stoneville, Westminster (Burlington).

The following Church Professionals were enrolled:

Cindy Bathgate, Margaret L. Carr, Beverly B. Coppley, Ida K. McCaskill, Delores M. Spielman, M. Edye Williamson.

The following Visitors were registered:

Bill Amidon, Gloria Askew, John E. Barney, Catherine Bass, Annie M. Bates, Sarah J. Boone, Lois S. Brake, Margaret Butler, C. W. Cameron, Marian Cameron, Margaret C. Carr, Pauline Cobb, Greta Connor, Jeff Coppage, Gloria Correll, Fred Cundiff, Dale Davidson, Eveline Day, Howard Day, Jr., Burton Dinkins, Amanda Dunaway, Lou M. East, Alexander C. Edwards, Octavia Edwards, Julia C. England, Mabel Eschen, N. N. Fleming, III, Libby Foust, W. Earle Frazier, Marie Froneberger, Lessie Gaston, Creola Goodman, Thelma A. Greeson, Onevva Heaggans, Bob Henderson, Maggi Henderson, Jacqueline Hinesley, Helen Hunter, Bill Hylton, Robert C. Jewett, Suzanne Jordan, Betty Lowrance, Rick L. Lyerly, David Lytle, Margaret S. Marks, George Martin, Cora L. Massey, Nathan McCullum, Becky McMasters, Annie McRae, James Miles, Jane Miller, Reginald Mills, Clinton Parker, Robert D. Paris, Oscar Patterson, Jr., Horace Penn, Ted Penn, Esther Preston, Lois Price, Otis B. Scott, John B. Sealy, Jr., Peggy Sealy, Ruby Sheridan, Constance Sherrill, W. E. Shouse, Sharon Siler, Jody Sikes, Thelma Rankin Smith, Bob Synder, Katie Spencer, Frances Stack, Jill Statham, Annie Taggert, H. C. Taggert, Johnnie C. Toomer, Edith Wasko, James Williams, Jo Wilson, William T. Wing, III, Gladys Winston, Janice Wooten, Madalu Wright, Mary Young.

The following Corresponding Members were present:

Robert B. Smith, Greater Atlanta Presbytery; Earl Woodall, Charlotte Presbytery.

The following Administrative Staff were present:

Karen Bryan, Willie D. Garvin, Phyllis L. Plyler, Paul Ransford, Bart Shaw.

Rudolph V. Boone, Sr., Moderator, was also present.

DOCKET

The Docket was presented by the Moderator and was approved (see Appendix A, pp. 40-41).

WELCOME

The Governing Body was welcomed by Chris East, pastor of the host church. Information regarding the facilities was presented.

INTRODUCTIONS

Elders attending for the first time and other guests were introduced and welcomed. Ecumenical visitor, the Reverend Lewis Gibbs, pastor of Centenary

United Methodist Church, was introduced and given the privilege of the floor to address the Presbytery briefly. Ministers from other presbyteries, Robert B. Smith, Greater Atlanta Presbytery; Earl Woodall, Charlotte Presbytery; and Howard Day, Newwark Presbytery, were introduced and seated as corresponding members.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix B, pp. 42-43.)

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Minutes of Commissions to ordain and/or install pastors were admitted to record. (Appendix C, pp.44-45.)

APPOINTMENT OF STANDING COMMITTEES

The Moderator named the following Standing Committee:

Resolutions: Chip Steele
Bob Bryant
Lillie Cuthrell

OMNIBUS MOTION

Elder N. N. Fleming, III, Moderator of Council, presented the Omnibus Motion. Following the removal of items 21, 27, and 28 from the Omnibus Motion, the Presbytery approved all the recommendations in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are designated by an OM in the left margin.

REPORT OF PRESBYTERY COUNCIL
N. N. Fleming, III Moderator

MATTERS PRESENTED FOR INFORMATION:

1. Updates
    a. Office Site Committee: The Office Committee is meeting. It has decided to continue to look for property in the Clemmons area, and continue to investigate the Lutheran Church property in Kernersville. Considerations are cost, distance for staff travel, exposure, and anticipated appreciation in value.

    b. Sexual Misconduct Policy: The Committee has met three times since the last meeting of Presbytery and plans to present a policy statement for adoption at the April 27 Meeting of Presbytery.

    c. Staffing Study requested at the July, 1992, meeting has been assigned to the Goals and Evaluations Committee. They have met and plan to report to the April 27 meeting of Presbytery.

2. International Missions request to increase their number of members from 9 to 12 was referred to Goals and Evaluations.

3. Council referred to the Congregational Life Division the offer of Grandfather Home to provide a workshop on child abuse for pastors and church leaders.

4. Council referred to the Social Justice Committee the GA Mission Responsibility Through Investments "Corporate Recommendation Programs" for possible implementation.

5. Council asked Salem members who attended the GA Convocation in Chicago October 31 - November 2 to present a written report to be distributed at Presbytery Meeting February 6 and to discuss the event with interested persons at a table designated during the lunch recess.

6. Council named its 1993 Executive Committee to include:

   Neel Fleming, Council Moderator
   Cindy Higgins, Presbytery Moderator
   Suzanne Thomasson, Vice-Moderator of Council
   Bob Matthews, Clerk of Council

ACTIONS REPORTED:

1. Nominations approved as authorized by the October, 1992, meeting of Presbytery:

DIVISION MODERATORS

Administrative Services: Rev. Bob Matthews - Fieldstone

Church Development: Rev. Herb Nelson - St. James

Church in the World: Ginny Couch - Trinity (W-S)

*Congregational Life - Rev. Patricia Stewart - First Christian (Greensboro)

COUNCIL

Class of '95
Rev. Bill Sosebee - Second (Lexington)
Nick Mando - First (Mocksville)

ADULT MINISTRY

Class of '95
Virginia Clemmons - Parkway

BUDGET AND FINANCE

Class of '95
Fred Cundiff - St. James
Mike McClure - Shallowford
Carl Treleaven - Starmount

CAMP GRIER

Class of '95
Leslie W. Gaulden - Alamance

CHURCH DEVELOPMENT

Class of '95
John Chambers - Cameron

COMMUNICATIONS

Class of '95
Robert B. Lloyd, Jr. - Starmount

EDUCATIONAL MINISTRY

*Moderator: Fred Ward - Parkway

Class of '95
Harriet Gilbert - First (Statesville)
Rev. Curtis Patterson - First (Thomasville)

EXAMINATIONS

Class of '95
Rev. Carl Dumford - Taylorsville
Rev. Grant Sharp - First (Statesville)

EVANGELISM

Class of '93
Rev. Shawn Barkley - Crestwood

Class of '95
Rev. Jesse Bledsoe - First (Pilot Mountain)
Gwendolyn Wallace - Grace

GOALS AND EVALUATION

Class of '94
Ginger Booker - Starmount

HIGHER EDUCATION

Class of '95
Connie Carson - Trinity (W-S)

HUNGER

Class of '95
Jimmy Steele - Second (Mocksville)

INTERNATIONAL MISSIONS

Class of '95
Harriet Lipe - Prospect

MINISTRY COMMITTEE

Class of '94
Rev. Tom Lane - Counselor

Class of '95
Gwladys Keating - First (W-S)

OUTDOOR MINISTRIES

Class of '95
Randolph M. Kabrick - First (G'boro)

PEACEMAKING

Moderator: Rev. Gray Clark - Fellowship

Class of '94
Rev. Gray Clark - Fellowship

Class of '95
*John Morrison

PERMANENT JUDICIAL COMMISSION

Class of '98
Rev. Bob Matthews - Fieldstone
Fred Ward - Parkway

PERSONNEL

Class of '94
Bob Finley - replace Parks Davidson

PREPARATION FOR MINISTRY

Class of '93
Ashley Thrift - Trinity (Winston-Salem)

Class of '95
Rev. Jay Click - First (Eden)

RESOURCE CENTERS

Class of '93
J. Alexander Galloway - First (Greensboro)

SINGLES MINISTRY

Class of '95
*Nancy Terry - Clemmons
*Mary Lou Lee - First (W-S)

SMALL CHURCH SUPPORT

Class of '95
Rev. James Mitcham - Retired
Rev. Larry Ayers - Retired

SOCIAL JUSTICE

Class of '93
*Robert McBryde - St. James
Marion Clark - Church of the Cross

Class of '95
Dale Davidson - First (Greensboro)
Catherine Bonner - St. James

SPIRITUAL FORMATION

Moderator: Rev. Frank Dew - New Creation

Class of '95
Rev. Barbara Dua - First (Greensboro)

STEWARDSHIP

Class of '95
Doug Aitken - First (Asheboro)
Rev. Charles McKee - Retired

WORSHIP AND MUSIC

Co-Moderators: Sally Gant '94 - Shallowford
Patrick Murphy '95 - First (Greensboro)

Class of '95
LaDonna McCarther - Edward Webb

YOUTH MINISTRY

Class of '93
    Margaret Marks - Calvary

Class of '94
    David Anderson - First (Salisbury)

Class of '95
    Rebekah Lee-Andrews - Concord

2. Hunger disbursements were approved as follows:

    a. $18,000 to Christian Health Center and PRODEK in Zaire (This is part of an annual approved commitment)

    b. $20,000 to Tease, Ghana pending information to be received from Charles and Marian Cameron upon their return from Ghana (This is part of our on-going commitment)

    c. $15,000 to the Christian Health Center in Zaire

    d. $5,000 to PRODEK in Zaire (c. & d. are appropriations above our regular commitment)

    e. Upon recommendation from the Camerons, $15,000 to be sent to Louisville to be released to the Field Secretary in Ghana as needed

    f. Up to $3,500 for travel and supply from the Hunger Fund for Clarence Jolly who has been named as Salem Presbytery's representative to the Zaire Christian Health Center Board

3. Special Committees appointed:

    a. Bicentennial Fund Accountability
        John Truitt (Moderator) - Starmount
        Rob Evans - North Wilkesboro
        Lois Price - First (Winston-Salem)
        Ivan Lowery - Cameron/Second (Mocksville)/Mt. Vernon
        Lyne Gamble - Highland
        Suzanne Thomasson - Yadkinville
        Norman Whitney (ex officio) - Bethany (Graham)

    b. Pictorial Directory
        Marilyn Moore (Moderator) - Forest Park
        Becky Lee-Andrews - Concord
        Jimmy Grant - First (Lexington)
        Margaret Marks - Calvary

    c. Disaster Response
        Frank Dew (Moderator) - New Creation
        Jane Murden - Starmount
        Herb Nelson - St. James
        John Morrison -

    d. Summer Meeting '93
        Bob Fiedler (Moderator) - Clemmons
        Bob Matthews - Fieldstone
        Fred Ward - Parkway
        Gladys Bailey - Edward Webb
        Cindy Higgins - Starmount

4. Forgave the loan balance of $9,939.71 which Camp Grier owes to Salem Presbytery with a provision that the forgiven funds will be developed to pay for further repairs on the dam at Camp Grier. Charlotte and Western North Carolina Presbyteries have already taken similar actions.

5. Accepted the invitation of the Buffalo Church to host the February 6, 1993, meeting of Salem Presbytery.

6. Approved the Council meeting schedule for 1993:

January 11	Report Deadline for February Presbytery Meeting
January 14	Council Meeting
January 21	Packet Mailing
February 6	**Presbytery Meeting (Buffalo Church, Greensboro)**
March 11	Council Meeting
March 29	Report Deadline for April Presbytery Meeting
April 1	Council Meeting
April 12	Packet Mailing Date
April 21	Program Hearings
April 27	**Presbytery Meeting (First Church, Burlington)**
May 19	Budget Hearings
May 27	Council Meeting
June 24	Council Meeting
June 25	Report Deadline for July Presbytery Meeting
July 8	Packet Mailing Date
July 23-24	**Presbytery Meeting (Lees-McRae College, Banner Elk)**
September 2	Council Meeting
September 27	Report Deadline for October Presbytery Meeting
October 7	Council Meeting
October 11	Packet Mailing Date
October 26	**Presbytery Meeting (Prospect, Mooresville)**
November 18	Council Meeting

Council meets at 9:30 a.m. in the Village of Clemmons meeting room.

7. Approved the October 3, 1992, Minutes of Salem Presbytery.

8. Approved Ecumenical Relations plans for a Consultation on Church Union (COCU) Workshop to be held February 27, 1993.

9. Reviewed "State of Salem" address experiment and requested John Handley to continue that practice in the first meeting of the year. Similar addresses by other staff in other meetings was discontinued.

10. Discussed the "Theme Presentations" by the various program divisions and decided to have them every other year (to commence again in 1994). The Summer Meeting '93 Committee was asked to include a "committee fair" type display presentation at Lees-McRae College at the July 23-24 Meeting.

11. Approved a draft docket (enclosed).

12. Approved a Hurricane Andrew Workcamp with the Episcopalians to go to Miami to build houses February 19-22, 1993. Approved soliciting funds to pay transportation costs.

13. Referred question of distribution of publicity for a HALO Crusade to be sponsored by the College Park Baptist Church in Winston-Salem on April 2 to the Youth Ministries Committee.

14. Approved the following dates to be added to Presbytery's Calendar:

March 19-21	Senior Hi Retreat - Camp Grier
April 3	Salem Presbyterian Women Coordinating Meeting Westminster (Burlington)
April 20, 21, 22	Older Adult Celebration Days - First (Mooresville)
April 24	Salem Presbyterian Women Spring Gathering Trinity (Salisbury)
May 15-16	Presbyterian Women Enabler Training Holiday Inn, North, Winston-Salem
June 25-28	Mid-Atlantic Presbyterian Women Summer Gathering Greensboro College, Greensboro
August 6	Salem Presbyterian Women Coordinating Team Lenoir Rhyne College, Hickory
August 7-8	Salem Presbyterian Women Spiritual Retreat Lenoir Rhyne College, Hickory
September 25	Salem Presbyterian Women Fall Gathering Alamance Church, Greensboro
October 2	Pathways for Leadership - Parkway
November 5, 6, 7	Middle School Retreat - Camp Grier

15. Approved serving communion at the Senior Hi and Middle School Retreats and at the August 7-8 Presbyterian Women event.

16. Approved Small Church Fair Retreat May 13-14 at Browns Summit.

COUNCIL CONCURS WITH THE FOLLOWING COMMITTEE RECOMMENDATIONS in presenting them to Presbytery:

a. Church Development
b. Budget & Finance
c. Criminal Justice
d. International Missions
e. Higher Education
f. Small Church

Salem Presbytery has been in touch with the Global Mission Unit since being approached by Mwandi project about approval of a new project called Mwandi II. Through a group of our churches, we have developed considerable interest and excitement about the Mwandi Hospital and the work of Dr. Salvadore de la Torre in western Zambia. That excitement has increased with the turning on of the electricity at Mwandi Hospital.

Since the work on the hospital by about seventy-five volunteers from our presbytery in 1991, enthusiasm has been growing for a Phase II project. It has grown out of the needs expressed by villagers, teachers, leaders of the Jerusalem United Church of Zambia congregation, and area government officials.

This is not an additional health ministry centered at the hospital. Rather, it is an outreach project designed to aid the development of village life. It grows out of several specific needs identified by our Zambian friends. In terms of nutrition, there are significant needs for teaching skills in agriculture, including irrigation, crop choices, balanced diet, and food preparation for better health (particularly of children). As regards the pre-school phase, there are vital needs for preparation of young children for public school which is taught in English. With special attention to language, but also to other "headstart-type" concerns, it is hoped that the 20% success rate of Mwandi children passing the requirements for secondary schools will improve. The third identified need area centers around vocational training for teenagers and young adults. This phase envisions skill development in such areas as sewing, plumbing, electricity, and computer-word processing. The media center would serve the other facets of the project, plus provide opportunities for wholesome entertainment for the children and youth.

The plan also envisions support of a Presbyterian Church (U.S.A.) mission worker to help get the Center operational and to train Zambians for future leadership. This project has been requested by village and UCZ officials through letters from the Senior Chief Inyambo Yeta and from the General Secretary of the United Church of Zambia, the Rev. Dr. Benson M. Chongo.

The Council heard from representatives of the Mwandi II Project. Information was sought from our Executive Presbyter who traveled to Zambia with that group. He talked with the same leaders mentioned in the above description ranging from the local church to the United Church of Zambia General Secretary.

At its April 28, 1992, Meeting, Salem Presbytery adopted the following recommendation of the Council:

> "Salem Presbytery commended the Mwandi II Project to the Global Mission Unit of the General Assembly for its approval or its recommendation as an alternative project."

The Council has sought the advice of the Hunger and International Missions Committees. International Missions recommended Presbytery approval of the project and the commending of the project to our churches for funding.

ACTIONS:

1. The Mwandi Phase II project to build and staff a Teaching/Learning Center in Mwandi, Zambia was endorsed and recommended to our churches for their participation, including funding.
2. Salem Presbytery elected Ralph M. Holt, Jr. to the Class of 1996 of the Davidson College Board of Trustees.
3. Salem Presbytery elected Elder Edward J. Mack, First Church, Greensboro as Moderator of the Nominating Committee.
4. Salem Presbytery approved communion during a Greensboro Marriage Encounter Weekend, March 19-21, 1993, with the Rev. Mr. Ben Borgerson, PC(U.S.A.) of Hoopstown, Illinois, administering the Sacrament.

BOARD OF PENSIONS PRESENTATION

The Reverend Dr. Bob Smith of the Board of Pensions addressed the Presbytery.

CHURCH IN THE WORLD DIVISION

PEACEMAKING COMMITTEE

Gray Clark, Moderator

Mr. Horace Penn reported on the "Discovering the Vision" trip to the United Nations in the fall of 1992.

KALEIDOSCOPE

Stewart Ellis and many helpers promoted Presbytery' Kaleidoscope Conference on March 21, 1993.

ECUMENICAL RELATIONS COMMITTEE

Lois Brake, Moderator

Ms. Lois Brake, on behalf of the Ecumencical Relations, recognized the Whispering Pines Church of Asheboro with a certificate for exemplary work in ecumenical relations. Also, a COCU workshop was promoted.

HUNGER COMMITTEE

Charles Cameron, Moderator

1992 was a very active year for Salem's Hunger Committee. Our scheduled monthly meetings were usually well attended and we had many subcommittee meetings.

Our Committee's one day retreat in May at a rural setting was an inspirational time for all and enabled us to know each other better.

Kaleidoscope had a strong presence of Hunger Committee members taking part. Other events of the year included a number of presentations of our Ghana Zaire projects in churches during Witness Season. Members were also available for Life Style presentations.

Our Committee sponsored a rural minister and 2 farmers from his congregation to attend "Faith in the Land: The Seeds of Hope" conference at Duke Divinity School. This experience led to the sponsorship of a farmer's market at the October Presbytery meeting at the Glendale Springs Church.

With the Committee's financial support the Global Mission Unit of PCUSA endorsed Charles and Marian Cameron to serve for 3 months as Volunteers in Mission at our Tease Agriculture and Development Project. Charles helped develop a realistic budget, lay out a work plan for 1993, build a demonstration silo so they could make use of the undeveloped corn crop, and plans for the production of poultry and livestock, Marian worked with women of the church and developed a program for the production of Gari. Gari is a staple food made from Cassava.

During October we hosted Drs. Harry and Vera Opata of Donkorkrom Hospital, Afram Plains, Ghana for a short visit in Salem Presbytery.

We have had a joint relationship with New Hope Presbytery's Hunger Committee for the Ghana and Zaire projects since the new presbyteries were established in 1989. We used a lot of time and did a lot of soul searching in redefining our relationship with New Hope's Committee.

It was also time to review and revise our Memorandum of Understanding with the Presbyterian Church of Ghana and Kwahu Presbytery where we are supporting the Tease Agriculture and Development project.

In 1992 the following distribution of your contributions to Pennies for Hunger/Two Cents Per Meal was as follows:

Tease, Ghana	$39,725.00
Mbujimayi, Zaire	38,250.00
Pyatigorsk, Russia	1,950.00
18 Projects in Salem Presbytery	56,540.00

Contributions in 1992 from the churches in Salem Presbytery are listed in Appendix D, pp. 46-49.

CRIMINAL JUSTICE COMMITTEE
Michael Askew, Moderator

The Criminal Justice Committee has been overwhelmingly impressed with the success and the faith commitment of an outreach ministry in Winston-Salem. We want all presbyterians within Salem Presbytery to know about their work:

Jeff Coppage, Director, spoke to the Presbytery on behalf of Prodigals Community of Winston-Salem.

The PRODIGALS COMMUNITY is a recovery ministry for people who are substance addicted and who have recently been incarcerated, and who are sincerely looking for new life and new hope. the Prodigals Community is a structured residential program supported by local churches. Its focus is responsibility, learning life-coping skills, mutual support and strict accountability, the spiritual journey of the 12 Steps, and voluntary corporate prayer and worship. Residents of the program pay one-third of their program costs. Churches and individual contributions provide the remaining two-thirds.

Here are some comments by residents of Prodigals House:

> "For me, going back to those streets means death."
> "It startled me. People who have been where I've been treated me with love and respect."

Winston-Salem Chief of Police George L. Sweat said,

> "The Prodigals House does what prisons and jails cannot do - it changes the lives of ex-offenders."

With the hopes that all presbyterian individuals and churches know and care about the ministry of the Prodigals Community, the Criminal Justice Committee presents the following recommendation:

We, the Criminal Justice Committee of Salem Presbytery, recommend to our fellow Presbyterians the Prodigals Community as an organization worthy of our recognition and support.

In its theology, function, and performance, Prodigals Community makes a vital connection between churches and people in need of recovery from substance abuse and incarceration. The organization offers, through two existing homes and an additional intensive recovery program planned for 1993, a model where love and self-discipline are experienced. The Twelve-Step Program, experienced Christian staff, and interdenominational board of directors, and Christian volunteers, all contribute to new life, not only for the residents but also for the church volunteers and interns.

It is our desire that our fellow Presbyterians recognize, pray for, and support the Prodigals House in any way possible. We desire that congregations invite the staff to their churches to speak and that they ask how they can help with expansion needs. We desire that congregations consider whether the organization's approach might help our worshiping communities to bridge a gap between the Prodigals sons and the elder brothers. The Father loves us all and invites us to be together in the name and spirit of Jesus.

ACTIONS:

5. Presbyterians of Salem Presbytery were made aware of the ministry of the Prodigals Community, and asked to support them with prayer, talent, and any appropriate and welcomed way that one might feel called.

6. Salem Presbytery authorized making the mission programs of our churches aware of the ministry of the Prodigals Community, and asking for their support with prayer, talent, and any appropriate and welcomed way that a congregation might feel called.

INTERNATIONAL MISSIONS COMMITTEE

Robert Pittard, Moderator

Robert Pittard reported on the 1993 Salem Presbytery Mission Conference.

The International Missions Committee recognized the International Mission "Church of the Year" and "Person of the Year" at its annual conference recently.

Thyatira Presbyterian Church of Rowan County was recognized as the International Mission Church of the Year in recognition for the work it has done in Mwandi, Zambia. With the completion of phase I (the Mwandi Hospital Project), which was completely the dream of Thyatira, both electricity and a functioning hospital are available to this small community in Africa. This dream was made possible by Thyatira's leadership, financial support, and labor and that of 21 other Salem Presbytery churches.

Thyatira is now developing plans for phase 2 of this project, to include a Teaching Learning Center for child nutrition, pre-school development, and vocational training.

Dr. George Carpenter was recognized as the International Mission Person of the Year. In addition to his continued involvement of the Salem Presbytery Hunger Program, Dr. Carpenter served as Moderator of that committee, the Interim Executive Director of the Medical Benevolence Foundation, and routinely works with many nations on mission outreach and workcamps. In addition, Dr. Carpenter traveled to Ghana in 1988 and 1992 and to the Yucatan in Mexico in 1989.

Dr. Carpenter is also recognized as the leader who initiated the strong mission program at Starmount Presbyterian while he was Pastor at that church.

The International Missions Committee experienced a record turn-out of 202 people at its annual mission conference on January 23. The conference was conducted at Starmount Presbyterian Church in Greensboro in honor of Starmount's emphasis on mission 1993 and featured keynote speaker Dr. Clifton Kirkpatrick of the Global Mission Ministry Unit.

CHURCH DEVELOPMENT DIVISION

Gladys Bailey, Moderator

The Division has met this year for the purpose of:
Discussing and Implementing the following:

1. The purchase of property for new development
2. Financing redevelopment projects
3. Planning Training Retreats, Caravan Visitations, and Fellowship Luncheons
4. Presented the Theme: "Celebrate the Vision" at Presbytery, Glendale Springs, October 3, 1992
5. Hearing Budget Requests - We carefully reviewed, and revised before making final recommendations
6. Emphasized and encouraged the study and signing of the Commitment to Evangelism

Future Plans:

1. Design and provide tools of evaluation
2. Provide orientation for Moderator and new members of the Division
3. Continue emphasis on effective Evangelism
4. Promote increased dialogue between members of the Division

CHURCH DEVELOPMENT COMMITTEE
Bill Hylton, Moderator

Brentwood Presbyterian Church of High Point:

On Sunday, November 22, 1992, in a congregational meeting called by the Session, the congregation voted to ask Salem Presbytery to dissolve the church and dismiss the members whom the Session shall have not already dismissed to the churches of their choices. A related matter is the sale of the property and disposition of the proceeds, which will be recommended later.

Calvary Presbyterian Church of Statesville:

Calvary Presbyterian Church, Statesville, NC is the outgrowth of the merger/dissolution of three other churches in the area. There are presently 116 members. The organization of this new church and facilities required General Assembly loans that have had staggered repayment terms. The present balance of the last loan to be repaid is $32,720 and is due subject to review and renogotiation by the General Assembly Resources Committee.

Danbury Community Church:

Danbury Community Church has been a union Presbyterian-Methodist church for ten years. The congregation has been using both existing churches, neither of which has a bath room. Recently the property next door to the Methodist church was offered at auction. An option to purches was obtained at a price of $26,500. The Methodists have agreed to put up $15,000. Title to this property will be taken in the name of Danbury Community Church. In case of dissolution of Danbury Community Church, Salem Presbytery and the Methodist would each own pro-rata shares of the property.

Northwest Greensboro NCD-Oak Ridge Project:

Our request for a grant from General Assembly Mission Program ofr $115,000 over a five year period has been approved. A $5,000 grant has also been received from the Richardson Fund of Greensboro. The Steering Committee has been reviewing several Pastor Information Forms and is currently visiting with prospective ministers.

Study of African-American Churches & Communities:

The Mid-Atlantic Synod's Council has approved a Black Caucus proposal for a synod-wide study of African-American churches and communities looking toward working with presbyteries on strategies for development and redevelopment. The first part is a survey of each of the approximately 15,000 members in the 200 or so predominantly African-American congregations within the synod. The second phase is designed to provide an overview of African-American population density and growth projections as related to existing African-American churches and to identify areas of high potential for new developmetn or redevelopment of African-American ministry.

Synod has asked for a token support for the project from each presbytery and the African-American churches. The CDC has approved the remittance of the requested $100 to the Synod of the Mid-Atlantic. Our African-American churches are urged to consider the support of this study program.

Yadkin United, Mebane, NC:

The Yadkin United Church is titled in the name of Salem Presbytery and is presently repaying Church Building loans to the General Assembly. For the past four years, they had had a termite and roofing problem that has not been addressed because of lack of funds. The church has 42 members and support by the Presbytery enabled them to have a part-time minister.

ACTIONS:

7. In compliance with the request of the Brentwood Presbyterian Church of High Point, Salem Presbytery approved the dissolution of the church, when the way be cleared.

8. A Commission was appointed to dissolve the Brentwood Presbyterian Church. The following individuals are recommended for appointment to the Commission:

    Bob Oates
    Marsha Hooks
    Rev. Mac Foust
    Rev. Shawn Barkley
    Rev. Scott Woodmansee
    Rev. Steve Hundley
    Bill Hylton
    Rev. Bill Sosebee

9. The Commission was authorized to approve the sale of the real estate and to handle any related matters including Brentwood's recommendations as to the approval of the disbursements of the proceeds of the sale.

10. The Presbytery approved the Application for Review and Revision of General Assembly Church Loan Terms, $375 per month until the loan is repaid in full, for Calvary Presbyterian Church, Statesville, NC (Appendix E, pp. 50-56).

11. Salem Presbytery granted a loan of $11,500 to the Danbury Community Church, with interest and repayment deferred until January 1, 1998; details of repayment and interest to be established at that time. The description of the property is as follows:

    BEGINNING at a planted stone in the North right-of-way of NC Highways #8 and 89 in the Southeast corner of the Danbury Methodist Church Lot in the Town of Danbury and runs thence North 11 degrees 37' 38" West 167.38 feet to a new iron post; thence South 89 degrees 21' 32" East 124.46 feet to a new iron post; thence South 3 degrees 28' 13" East 134.40 feet to a new iron post int he North right-of-way of NC Highways #8 and 89; thence with the North right-of-way of said roads South 73 degrees 58' 24" West 201.85 feet to the BEGINNING and containing 0.389 acres.

12. To adequately secure the property of Yadkin United and Salem Presbytery, approval was given for the payment of a grant of $6,113 to the Yadkin United Presbyterian Church for roofing and termite control treatment.

SMALL CHURCH COMMITTEE
Bill Hayes, Moderator

- PROPOSALS -

I. SMALL CHURCH SUPPORT GROUP 100:

A. RATIONALE:

1. Because many of our ninety-one small churches in Salem Presbytery sometimes feel isolated and detached from the larger church;

2. Because many of these churches have very limited financial resources which render them unable to effect large and unexpected expenses for repairs or maintenance or purchase needed worship or education supplies without incurring indebtedness or financial hardship;

3. Because of the prevalent feeling that the solidarity of the Presbyterian Church is being eroded by the impersonal trends of our society and the old fashioned "neighbor helping neighbor" is being lost;

4. Because of the increased size of the Presbytery, the "neighbor knowing neighbor" kind of relationship between the larger and the smaller churches is progressively more difficult.

ACTION:

13. Presbytery adopted the following recommendation that a Small Church Support Group of 100 be recruited from the churches of Salem Presbytery to Covenant together to the following:

1. They will serve for one calendar year.

2. They will meet as a group four times per year on the "fifth-Sunday" afternoon at a small church in need for the purposes of celebrating our solidarity in Christ in worship, prayer, old fashioned "sing", and the Sacrament of The Lord's Supper, and in the taking of an offering designated to the needs of the host church. (Each group participant would be encouraged to offer at least $25.)

3. They will also agree to be "prayer partners" with the host churches and offer up their needs and thanksgivings to The Lord in prayer on a regular basis.

4. The Small Church Support Committee of the Presbytery receive and consider all requests for "visitation" by the group and choose the host churches based upon a criterion based on the urgency of the need to the life and ministry of the small requesting churches.

5. Where appropriate, they will make their specific talents, gifts, and expertise available as a consultant to the host churches in addressing their needs, and plans.

6. Resources such as hymnals, Bibles, Sunday School materials, furniture, or office equipment which are replaced or "outgrown" by the larger churches, will be made available to the smaller churches before their disposal.

C. EXPECTED RESULTS:

1. That the congregations will feel needed and important to the larger church through the "hands-on" giving concern from so many.

2. That the approximately $2,000. to $5,000. received in the offerings will greatly improve the financial strains of the host congregations.

3. That the 100 group recipients will have a better understanding and appreciation for the smaller churches and will reflect that knowledge in future appropriate committee and Presbytery action.

ACTION:

14. Presbytery approved the following salary support schedule for the year 1993:

Allen Temple*	$3,986.00
Asbury	3,000.00
Calvary	7,695.00
Cameron	300.00
Clio	1,500.00
Danbury	2,250.00

Dogwood Acres	3,000.00
Freedom	4,500.00
Glendale Springs	3,570.00
Gulf	2,494.00
Hills	6,175.00
Immanuel	7,000.00
First Kernersville	3,500.00
Lansing	6,650.00
Laurel Fork	2,066.00
Love Valley*	2,000.00
Old Town	9,250.00
Reid Memorial	7,000.00
Shady Side	6,000.00
St. Paul - High Point	5,558.00
Whispering Pines*	2,000.00
Wilkesboro*	1,920.00
Yadkin United	3,200.00
Yadkinville	8,658.00

* The Church will begin receiving support when a minister has been secured.

BICENTENNIAL COMMITTEE

J. Herbert Nelson, representing Bill Amidon, reported the progress of the Campaign. Presbytery also heard from Curtis Patterson and Steve McCutchan.

AMENDMENTS TO THE CONSTITUTION

Stated Clerk John Handley and David Daniel began the presentation regarding the proposed Amendments to the Constitution. The Order of the Day for Worship and Communion arrived, and voting was delayed until later in the Docket (see page 27).

WORSHIP AND COMMUNION

At 11:30 a.m. the Presbytery joined in a service of Worship and Communion. The preacher was Elder Rudolph V. Boone, Sr., retiring Moderator. The organist was Trelles Case, of the Buffalo Church. During the worship, thanks was given for the Ministers and Elders of the Presbytery who died in 1992 (see Appendix F, pp. 57-59).

LUNCH

The Presbytery was recessed for lunch at 12:30 p.m. with prayer.

AFTERNOON SESSION

At 1:15 p.m. the Moderator reconvened the Presbytery, and the prayer of dedication for the Two-Cents-A-Meal Offering and prayers of thanksgiving and intercession were led by Charles Cameron and George Carpenter.

MEMORIAL TO TROY A. YOUNG

Carlton Eversley read the Memorial for the Rev. Mr. Troy A. Young, Jr. who died in 1992 (Appendix G, p. 60).

SERVICE OF HONORABLE RETIREMENT

Presbytery joined in a Service of Honorable Retirement for the Rev. Mr. William H. Chappell and the Rev. Mr. Robert O. Freeman. Rev. John Eliason and Elder Edwin Wilson spoke, respectively, of their contributions to the Church during their ministry. John Handley presented to each a framed Certificate of Retirement on behalf of Presbytery.

PERSONNEL COMMITTEE

Rosa Yourse, Moderator

The triennial evaluation of Mr. Hewon Han, Associate Presbytery for Congregational Life, Salem Presbytery, was conducted by the Personnel Committee on January 12, 1993.

To gather information for the assessment, the Committee sent evaluation forms in the Sampler, to Pastors, Educators, and Sessions within the Presbytery to get a broad sampling of responses. Additional forms were sent to individuals suggested by Mr. Han.

The review was based on information received from 28 respondents who have known Mr. Han since his coming to the Presbytery three years ago under a variety of circumstances (i.e. friend, fellow presbytery worker, committee moderator, pastors, educators). Additional insights were derived from members of the Personnel Committee, other Presbytery Staff, and Mr. Han's self appraisal.

Responses were varied and candid.

Of those who responded, over 88% found Mr. Han Outstanding or Good in the categories questioned: Self-Understanding, Motivation, Emotional Strength, Adaptability in Diverse Racial/Cultural Situation, Interpersonal Relationships, Leadership, and Skill.

A sampling of the overwhelmingly positive majority of comments expressed included:

- successfully utilizes his strengths to provide self-assurance to his peers and other committee members

- willing to work with, to lead, and to follow all groups in Presbytery which motivates peers/superiors to be part of the team

- when teaching and someone says, "yes, but...," Hewon encourages an challenges

- has bridged cultures beautifully

- he is respected by all his peers in Presbytery and Synod for his sensitivity to the various races and cultures

- it is a joy and blessing to have someone of his professional qualifications to work in this Presbytery

- promptly and politely returns calls

- leadership ability is one of proven experience tempered with maturity, a sense of humor, adaptability and sensitivity

- Excellent! A joy to work with and an inspiration

- prepared for any meeting--wonderful store of resources--great help in detail planning

- well organized, knowledgeable and willing--much improved in areas which I would have rated as fair a few years ago

- very good in skills of analysis, planning, evaluation and initiative
- a devoted Christian gentleman, willing and even eager to help when needed
- his appreciation of and respect for the Presbyterian system of belief and organization is well communicated
- relaxed and open with committees
- takes a realistic approach--does not try to make us attempt the impossible
- excellent in his job--brings many strengths to the position which is a huge asset to Salem Presbytery

When questioned concerning his limitations, the responders commented:

- none
- willingness to help every committee and to assist in any assignment
- would recommend that he consider saying no to some opportunities and thereby provide others an opportunity to serve
- no limitations
- loaded by Presbytery with too much inside (administrative and committee) work
- would benefit us all by being in the field more often, taking the initiative to visit churches and inquire about their program and well-being
- concerned that he not become burned out in his willingness to do a great job

It is with great appreciation to Hewon that your Committee is pleased to recommend him for a new term. He has served Salem well and grows in his effectiveness as each year passes!

ACTIONS:

15. Hewon Han was elected to an additional three-year term as Associate Presbyter for Congregational Life commencing September 14, 1992, and continuing through September 12, 1993.
16. Salem Presbytery commended Mr. Han for his work over the past three years, and a prayer of thanksgiving and intercession was offered for him at an appropriate time during the meeting of Presbytery.

STATE OF SALEM ADDRESS

The Rev. Dr. John M. Handley

John M. Handley, Executive Presbyter and Stated Clerk, made his report on the State of Salem Presbytery (Appendix H, pp. 61-62).

EXAMINATIONS COMMITTEE

Russ Ward, Moderator

Presbytery proceeded with the examination of Howard B. Day, Jr., Margret Lewis Henderson, Robert W. Henderson, and William T. Wing, III, who wish to transfer into SAlem Presbytery. They have been examined and approved by the Examinations Committee of Salem Presbytery.

ACTION:

17. Presbytery approved the committee and floor examination of Howard B. Day in accordance with Book of Order G-11.0402.

    a. The Reverend Howard B. Day, Jr. was received into Salem Presbytery from Newark Presbytery as a member-at-large. He will be living in the Madison area.

    b. His credo which follows, was approved:

       My life has been a journey of faith in God and in understanding all that that means. From the days when I was very young, I learned from my mother and my father the value of what God says to us in the Bible. I still have the Bible my grandmother gave me in 1937. I first accepted Christ as my Savior in Sunday School in 1939, in the First Baptist Church, Allentown, Pa., where my parents belonged. I was baptized there at the age of 14 by immersion. Soon after that, I began to question many of the things that had been so strongly taught to me in a very strict and dogmatic way, as I was greatly influenced by the study of science and engineering. In 1947, at Cornell University, I came by chance under the influence of the Westminster Fellowship in the First Presbyterian Church of Ithaca, NY. I attended the services at that church and at the Sage Chapel of the University campus and I heard preaching by the Rev. Martin Neimuller, who had escaped from Hitler's Germany, and by various great theological teachers such as Reinhold Neibuhr and William Billheimer. I was exposed to a broader understanding of the meaning of life and the meaning of my faith. I was very fortunate to hear and to meet Robert Frost, the poet. These influences led me to seek a new direction in life. I volunteered to join a caravan of the Westminster Fellowship to serve in establishing Bible Schools in small communities in the Rocky Mountains in the summer of 1950. From that experience my faith increased and I received a call of the Lord to serve as a minister of the Gospel. Under the care and guidance of my pastor, the late Dr. Walter H. Eastwood, I attended Princeton Theological Seminary and studied under great leaders in the church over the years.

       Now that I have served as an ordained minister for some 37 years, I have grown to understand more and more of the Lordship of Jesus Christ in my life and the need for His saving power and grace for all people. I have learned to trust in Jesus and I have learned the power and moving of the Holy Spirit in my life. I have come to understand and accept the guidance of the Spirit through the years of the history and drama of the church. I accept the guidance that has been given by the Spirit in the confessions of faith and in the church throughout the ages. I now teach a class which is studying the confessions of faith, currently deeply involved in an adult discussion of the Heidelberg Catechism of 1560. The purpose of this class is to help all of us grow in understanding our faith today in the light of the traditions of those who have gone before us and who were faced with many of the same questions that we now face.

       I believe that the church of Jesus Christ exists in the world today for the salvation of everyone. Having worked with people in many places and in many levels of society, I believe the message which we have is for everyone and I feel that we must grow together with other Christians throughout the world to find the true peace that only comes through Christ. I am glad to be a part of the reformed Tradition and all that it means for the freedom that God has given us that we may not only know our Lord, but know what it is to love our Creator, our Redeemer and our Guide.

c. Mr. Day was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF MARGRET LEWIS HENDERSON

ACTION:

18. Presbytery approved the committee and floor examination of Margret Lewis Henderson in accordance with Book of Order G-11.0402.

a. The Reverend Margret Lewis Henderson was received into Salem Presbytery from Mission Presbytery to accept the call of the Highland Presbyterian Church as Associate Pastor. The effective date is October 19, 1992.

b. Her credo which follows, was approved:

The very fact that I initially became involved in the church is an act of God's loving grace. My parents never participated in church but at that early age they began dropping me off at a local church for Sunday School. In that community I encountered nurture, love, support, and acceptance which made me feel like a special part of God's family. As an adolescent I confessed Christ as my Lord and Savior. He became real to me through Scriptures made alive by the Holy Spirit in teaching, preaching, and through the loving actions of others. I grew to understand that through Christ God offers forgiveness and the possibility of a new relationship with God. I am noway worthy of that love and fellowship. It is a gift, for we are justified by grace through faith.

As I started College I also began my search for a church and became a Presbyterian. There I found a church which preached the redeeming and transforming Word of God. The congregation lived out that love in their own lives in a ministry of compassion and caring to the downtrodden, grieving, lost, and to all those who lived a marginal existence within that city. Here I began to understand God's strong call for justice, peace, wholeness for all people. We are not to be a passive people, but an active, challenged growing, risk taking community of faith. Here also, I encountered and began to fall in love with the connected nature of the Presbyterian Church. Through out my ministry I have been encouraged, supported, and challenged by my involvement in Presbytery and the greater church.

My next step led me to Union Theological Seminary in Virginia. This was a time where my faith truly sought understanding, to paraphrase Augustine. I began to explore what it meant to be a Christian and a Presbyterian. I was excited as I began to develop my theology in conjunction with the essential tenets of Reformed faith: I believe that the Triune God is made known through the right preaching and teaching of the Scriptures, through administration of the Sacraments, and through the witness of the community of faith. I believe Jesus Christ is made known to us through all these means of grace by the power of the Holy Spirit. I see my call encompassing the role of teacher, preacher, prophet, and pastoral care giver.

In my ministry in Texas and in Winston-Salem I see it as my call to enable people to feel and know the love and forgiveness of God in their own lives. My hope is that as we journey together our faith will grow in both in understanding and in spiritual depth. We will work together to recognize and to follow God's call in the ministry of justice, peace, and wholeness in our own lives and in the world around us.

c. Presbytery approved the establishment of a Pastoral relationship between Ms. Henderson and the Highland Presbyterian Church effective October 19, 1992; approved the following Terms of Call; and the Call was ordered placed in her hands.

Salary	$21,000
Housing Allowance	8,400
Medical Insurance/Annuity	at 28%
Auto Allowance	2,400
Education/Book Allowance	1,200
Moving Costs	Actual
Vacation	Four Weeks
Continuing Education Time	Two Weeks

d. The following Commission to install was appointed to install her as associate pastor of Highland Presbyterian of Winston-Salem on February 28, 1993 at 5:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Susan Dobyns	Preside & Propound the Constitutional Questions	Minister
Lisa Mullen	Children's Sermon	Minister
Carl Dumford	Charge the Congregation	Minister
Tom Nelson	Lead in Worship	Elder
Rene' Griffin (American Baptist)	Lead in Worship	Minister
Laura Jernagan (Presbytery of the James)	Preach the Sermon	Minister
Jon Brown (Western Carolina Presbytery)	Charge the Minister	Minister
Margaret Elliott		Elder
Sam Stevenson	Worship Leader	Minister

e. Ms. Henderson was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF ROBERT W. HENDERSON

ACTION:

19. Presbytery approved the committee and floor examination of Robert W. Henderson in accordance with Book of Order G-11.0402.

a. The Reverend Robert W. Henderson was received into Salem Presbytery from Greater Atlanta Presbytery to accept the call of the Westminster Presbyterian Church, Greensboro, as pastor. The effective date is February 1, 1993.

b. His credo which follows, was approved:

Being raised in Winston-Salem, I found my church home at First Presbyterian of Winston-Salem, in which I was active as a youth. After high school, I continued my education at Furman University where I graduated with a B.A. in Religion. While at Furman I was active in First Presbyterian of Greenville, S.C. and upon graduation began a fifteen month internship at that church.

From there I ventured to Princeton Theological Seminary where I experienced a number of ministry settings while focusing my studies in the area Pastoral Theology. When I graduated from Seminary, I was called to Eastminster Presbyterian in Stone Mountain, Georgia, to serve as their Associate Pastor. After two years at Eastminster, the church was gracious enough to allow me to further my studies by enrolling in the doctor of Ministry program at Columbia Theological Seminary, while remaining as their full-time Associate Pastor.

All this education and experience has been challenging and enjoyable. It has also both refined and confirmed my basic theological convictions which are best stated as follows:

- Scripture, comprised of the sixty-six books of the Old and New Testaments, is God's Word. Given as a gift of God, it is the only rule of faith and practice and is an authoritative guide in all matters on which it speaks.
- Jesus Christ, God's eternal Son, is perfect deity and true humanity. In his life and death, Christ demonstrated the love of God for all humankind and brought about the basis for our forgiveness in atoning for sin and overcoming the power of sin and death.
- Through the preached Word, the Holy Spirit works in the lives of individuals, renewing our hearts and enabling us to come to repentance and faith in Jesus Christ. Therefore, salvation is a total work of God.
- The church is called to worship God and serve God by making disciples of all nations. These goals are reached by the teaching and preaching of the Word and by participation in the sacraments. They are also reached by striving for comprehensive social justice, training all Christians for the work of the ministry, and by fellowship and prayer.

I am firmly committed to the work and worship of the Presbyterian Church and feel it is my church home.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Henderson and the Westminster Presbyterian Church, Greensboro, effective February 1, 1993; approved the following Terms of Call; and the Call was ordered placed in his hands.

Salary	$18,800
Housing Allowance	15,000
Automobile Allowance	2,200
Expense Allowance	1,800
Book/Study Leave Allowance	1,500
Medical Insurance/Annuity	at 28%
Moving Costs	Actual
Social Security Equiv.	5,171
Death Benefits	70
Vacation	One Month
Study Leave	Two Weeks

d. The following Commission was appointed to install him as pastor of Westminster Presbyterian Church of Greensboro on March 7, 1993 at 11:00 a.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Bobbie Crawford	Preside & Propound the Constitutional Questions	Elder
Martha Carlyle	Charge the Minster	Elder
Bill Varker	Charge the Congregation	Minister
Cora Massey		Elder
Suzanne Henderson (United Church of Disciples)	Prayer of Installation	Minister
Allan Poole (New Hope Presbytery)	Lead in Worship	Minister

Allan Poole (New Hope Presbytery)	Preach the Sermon	Minister
Kay Misenheimer		Minister

e. Mr. Henderson was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF WILLIAM T. WING, III

ACTION:

20. Presbytery approved the committee and floor examination of William T. Wing, III in accordance with Book of Order G-11. 0402.

a. The Reverend William T. Wing, III was received into Salem Presbytery from Coastal Carolina Presbytery to accept the call of the Unity Presbyterian Church as pastor. The effective date is January 1, 1993.

b. His credo which follows, was approved:

In the providence of God, I was raised in the Presbyterian Church and came to know Christ Jesus as my Savior and Lord from a very early age. I was nurtured by family and church to experience God's grace in every area of life. In college my biblical faith was challenged and confirmed and I knew the call to church ministry. Between college and my seminary years, and while in seminary, I felt my ministry was best suited to the Presbyterian Church U.S., the denomination of my nurture and membership, which in those years was being rejected by many with whom I studied. I was ordained by the Presbytery of Holston, P.C.U.S., in 1979, as Minister of Word and Sacraments and began my work in Kingsport, Tennessee. During these past thirteen years, I have not wavered from my commitment to Christ and his call for me to serve within our denomination. I anticipate many years of service to our church.

My theological convictions are consistent with our Book of Confessions, with special appreciation for the Westminster documents and the Heidelberg Catechism. It is to the theologies of the Reformation period of Church history that I love to return, especially in the light of current concerns. I seek to interpret life in terms of the scriptures rather that making the Bible conform to my personal preferences or moods. I believe this is our Presbyterian stand according to our Book of Order, as well. My faith is built upon the Lord Jesus Christ, who reveals himself primarily in the scriptures of the Old and New Testaments (the Written Word). I believe this Written Word as my perfect guide for all faith and practice, and I submit myself to what it teaches. It is my conviction that the Lord calls his own out of every nation, social condition, age, and both sexes to salvation and service (both ordained and non-ordained) within his church.

As minister of the Gospel (Word and Sacraments) I will promote justice, mercy, reconciliation, and hope within the Church and the world as long as the Lord desires me to live.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Wing and the Unity Presbyterian Church effective January 1, 1993; approved the following Terms of Call; adn the Call was ordered placed in his hands.

Salary	$ 20,000.00
Use of the Manse	Provided

Utilities Allowance	Provided
Automobile Allowance	4,000.00
Book Allowance	550.00
Medical Insurance/Annuity	8,003.99
Moving Costs	Provided
Dental Insurance	820.29
Social Security Equivalent	1,989.00

d. That the following Commission to install be approved to install him as pastor of Unity Presbyterian Church of Woodleaf, on February 7, 1993 at 3:30 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Malcolm Bullock	Preside & Propound the Constitutional Questions	Minister
Robert Goforth	Preach the Sermon	Minister
Frank Collier	Charge the Congregation	Minister
Robert Bost	Propound Questions to Congregation	Elder
Dorothy Luther	Scripture	Elder
Hannah Padgett	Scriture	Elder

e. Mr. Wing was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

AMENDMENTS TO THE CONSTITUTION (Continued)

ACTION:

21. The Presbytery vote on the Amendments was as follows:

A1	Approved	D	Rejected	E8	Approved
A2	Approved	E1	Approved	E9	Approved
A3	Approved	E2	Approved	E10	Approved
A4	Approved	E3	Approved	E11	Approved
B1	Approved	E4	Rejected	E12	Approved
B2a	Approved	E5	Approved	E13	Approved
B2b	Rejected	E6	Approved	E14	Approved
C	Approved	E7	Rejected	E15	Approved

COMMITTEE ON MINISTRY

Laura Spangler, Moderator

ACTIONS:

22. The session of Yadkin United Presbyterian Church of Mebane was granted a waiver of up to three years from the rotation system for church officers. This request is made based on the Book of Order, G-14.0202-3 and their limited membership.

23. The session of Allen Temple Presbyterian of Cleveland was granted a waiver of one year from the rotation system for church officers.

ACTION:

24. Presbytery dissolved the pastoral relationship between the Reverend Linda Blessing and Flat Rock Presbyterian Church of Mount Airy, effective October 25, 1992 that she may accept the call of Co-Pastor of Pine Ridge and Hills Presbyterian Churches of Pilot Mountain. The effective date of the call is November 1, 1992.

The following terms of call were approved:

Pine Ridge

Salary*	$11,976
Housing Allowance	3,000
Automobile Allowance	1,400
Book Allowance	275
Medical Insurance/Annuity	3,918
Vacation	Four Weeks
Study Leave	Two Weeks

*Includes Social Security Compensation ($1,064)

Hills

Salary*	$10,013.00
Housing Allowance	3,000.00
Automobile Allowance	1,400.00
Book Allowance	275.00
Medical Insurance/Annuity	3,918.50
Vacation	Four Weeks
Study Leave	Two Weeks

*Includes Social Security Compensation ($925)

The following Commission to Install Linda as Co-Pastor of Hills and Pine Ridge on February 21, 1993 at 5:00 p.m. was approved:

NAME	RESPONSIBILITY	MINISTER/ELDER
Guy Hunt	Moderator	Minister
Orville Taylor &	Preside & Propound the	Elder
Peggy Taylor	Constitutional Questions	Elder
Carter Shelly	Preach the Sermon	Minister
Kathryn Martinat	Charge the Minister	Elder
Jesse Bledsoe	Charge the Congregation	Minister
Paul Ridolfi	Lead in Worship	Minister
David Key	Prayer of Installation	Elder
Barbara Key	Prayer of Installation	Elder
Doug Brinkley	Welcome & Announcements	Elder

ACTION:

25. Presbytery approved the call of the Pine Ridge and Hills Presbyterian Churches of Pilot to the Reverend Jim Mauldin, formerly a member-at-large, as Co-Pastor. The effective date is November 1, 1992.

The following terms of call were approved:

Pine Ridge

Salary*	$11,976
Housing Allowance	3,000
Automobile Allowance	1,400
Book Allowance	275
Medical Insurance/Annuity	3,918
Vacation	Four Weeks
Study Leave	Two Weeks

*Includes Social Security Compensation ($1,064)

Hills

Salary*	$10,013.00
Housing Allowance	3,000.00
Automobile Allowance	1,400.00
Book Allowance	275.00
Medical Insurance/Annuity	3,918.50
Vacation	Four Weeks
Study Leave	Two Weeks

*Includes Social Security Compensation ($925)

The following Commission to install Jim as Co-Pastor of Hills and Pine Ridge on February 21, 1993 at 5:00 p.m. was approved:

NAME	RESPONSIBILITY	MINISTER/ELDER
Guy Hunt	Moderator	Minister
Orville Taylor & Peggy Taylor	Preside & Propound the Constitutional Questions	Elder Elders
Carter Shelly	Preach the Sermon	Minister
Kathryn Martinat	Charge the Minister	Elder
Jesse Bledsoe	Charge the Congregation	Minister
Paul Ridolfi	Lead in Worship	Minister
David Key	Prayer of Installation	Elder
Barbara Key	Prayer of Installation	Elder
Doug Brinkley	Welcome & Announcements	Elder

MINISTERS TRANSFERRING TO OTHER PRESBYTERIES

ACTIONS:

26. The Rev. Karen Pearson was dismissed to Newark Presbytery effective November 19, 1992, to receive the call as pastor of the Elizabeth Avenue Weequahic Presbyterian Church and the chaplaincy of Bloomfield College.

27. The Reverend Doug Horne was dismissed to Susquehanna Valley Presbytery, effective December 17, 1992, to receive the call as pastor of the Afton Presbyterian Church of Afton, NY.

28. The Reverend Laura Long was dismissed to Western North Carolina Presbytery, effective November 19, 1992.

REQUEST FOR RETIREMENT

ACTIONS:

29. Presbytery approved the request of Reverend Reid Montgomery that he be honorably retired effective March 3, 1993.

30. The pastoral relationship between The Reverend Robert O. Freeman and Second Salisbury Presbyterian Church was dissolved and his request was approved that he be honorably retired effective December 31, 1992.

31. The honorable retirement of The Reverend Harold Fuller from Parkway Presbyterian Church in Winston-Salem was approved effective August 31, 1993, and a service for retirement was approved to occur at the July, 1993, meeting of Salem Presbytery.

32. The request of the Reverend William Henry Chappell, an inactive member of Salem Presbytery, to retire effective February 6, 1993.

MINISTERS LABORING OUTSIDE THE BOUNDS OF SALEM PRESBYTERY

ACTIONS:

33. The Reverend Leighton Culler was granted permission to serve outside the bounds of Salem Presbytery in the Presbytery of the Peaks as the Interim Pastor of Salem Presbyterian Church, Salem, Virginia.

34. The Reverend James Stimson Hawkins was granted permission to labor outside the bounds of Salem Presbytery as stated supply at Mary Horner Walker, Bethel and Danube Presbyterian Churches in the Presbytery of the Peaks.

INTERIM PASTOR RELATIONSHIPS

ACTION:

35. The following Interim Pastor relationships were approved:

    a. The Reverend Molly Morgan to serve as the Interim pastor of the Madison Presbyterian Church of Madison, beginning December 20, 1992.

    b. The Reverend Earl Woodall was granted permission to labor inside the bounds of Salem Presbytery that he may serve as the Interim Pastor and Moderator of Session of Third Creek Presbyterian Church of Cleveland, beginning November 1, 1992. Earl is currently a member of Charlotte Presbytery.

    c. The Reverend Morton Kurtz to continue as interim of Greenwood Presbyterian Church in Reidsville for up to another year, beginning November 1, 1992.

    d. The Reverend Jean Rodenbough to serve as the Interim pastor of the Speedwell Presbyterian Church in Reidsville.

e. The Reverend Donald Price to continue to serve as interim at First Presbyterian - Boone, effective February 1, 1993, for six months.

STATED SUPPLY RELATIONSHIPS

ACTION:

36. The following Stated Supply relationships were approved:

    a. The Reverend Mary Boyd Click to continue for another year, effective October 15, 1992 as Stated Supply of El Bethel Presbyterian Church of Eden.

    b. The Reverend Cecil Callis to continue for another year, effective January 1, 1993 as Stated Supply of Mt. Vernon Springs Presbyterian Church of Siler City.

MODERATORS OF SESSION

ACTION:

37. The following Moderators of Sessions were approved:

    a. The Rev. Paul Ridolfi to serve as Moderator of Session of Flat Rock Presbyterian Church.

    b. The Rev. Mike Askew to serve as Moderator of Session of Freedom Presbyterian Church.

    c. The Rev. J. Roger Marrow be approved to serve as Moderator of Session of Second Salisbury Presbyterian Church.

    d. The Rev. Jesse Bledsoe to serve as Moderator of Session of Edward Webb Memorial Presbyterian Church.

    e. The Rev. Cecil Callis to serve as Moderator of Session of the Gulf Presbyterian Church.

    f. The Rev. Robert Tolar to serve as Moderator of Session of the Whispering Pines Presbyterian Church.

DISSOLUTIONS OF PASTORAL RELATIONSHIPS

ACTIONS:

38. The pastoral relationship between the Rev. Linda Blessing and the Flat Rock Presbyterian Church of Mt. Airy was dissolved effective October 25, 1993. She has received a call from the Pine Ridge and Hills Presbyterian Churches to be Co-Pastor.

39. The pastoral relationship between the Rev. Karen Pearson and the Freedom Presbyterian Church was dissolved. She has received a call from the Elizabeth Avenue Weequahic Presbyterian Church, Newark Presbytery, to be Pastor, and from Bloomfield College to be chaplain.

40. The pastoral relationship between the Rev. Donald Lannon and the Guilford Park Presbyterian Church of Greensboro was dissolved effective January 31, 1993.

ACTIONS:

41. The list of ministers and positions provided for Presbytery were accepted as the record of Salem Presbytery (Appendix I, pp. 63-66).

42. The Changes in Terms of Calls provided for Presbytery were accepted and approved (Appendix J, pp. 67-71).

COMMITTEE ON PREPARATION FOR MINISTRY

David Daniel, Moderator

The following report was approved in the Omnibus Motion.

ACTIONS:

43. Presbytery enrolled Charles Nathan Briley of First Presbyterian Church, Mt. Airy as an Inquirer according to G-14.0303e.

44. Presbytery enrolled Lou McAlister East of Buffalo Presbyterian Church, Greensboro as an Inquirer according to G-14.0303e.

45. Presbytery dismissed Inquirer Stephanie Black to Lehigh Presbytery at the request of Stephanie Black and Lehigh Presbytery, according to G-14.0311.

46. Presbytery terminated the Candidate relationship with Kay Daniel of Bixby Presbyterian Church, at her request, according to G-14.0312.

BUDGET AND FINANCE COMMITTEE

John Milholland, Moderator

1992 Financial Update: In 1992 Salem Presbytery received a total of $1,054,250.41 for its general operation and mission and expended $978,700.80, recording a surplus of $75,549.61. From the $75,549.61 surplus, $31,725.17 has been sent to the General Assembly, and $19,895.26 has been sent to the Synod of the Mid-Atlantic to honor partially the 1992 Mission Commitments to these Bodies. An October, 1991, action of Salem Presbytery approved the following:

> "All year-end unused budgeted benevolence available for Presbytery's use shall be sent in the following manner: First, commitments to General Assembly and Synod shall be fulfilled including restoring the 1/2% 1992 reduction for General Assembly and Synod."

The Budget and Finance Committee would like Presbytery to revisit the 1991 action regarding the year-end surplus to set aside restoring the 1/2%. WE make this request in light of the fact that large commitments have been made to New Church Development in 1993.

Financial Summary: There is a balance of $182,862.06 in previous years "Year-end Unspent Funds". This balance can be considered to be made up largely of transition funds antecedent presbyteries; $125,000 has been restricted to provide reserve cash flow funds. The Budget and Finance Committee recognizes the need to begin to establish funding for Office location by designating part of the year-end funds for this purpose.

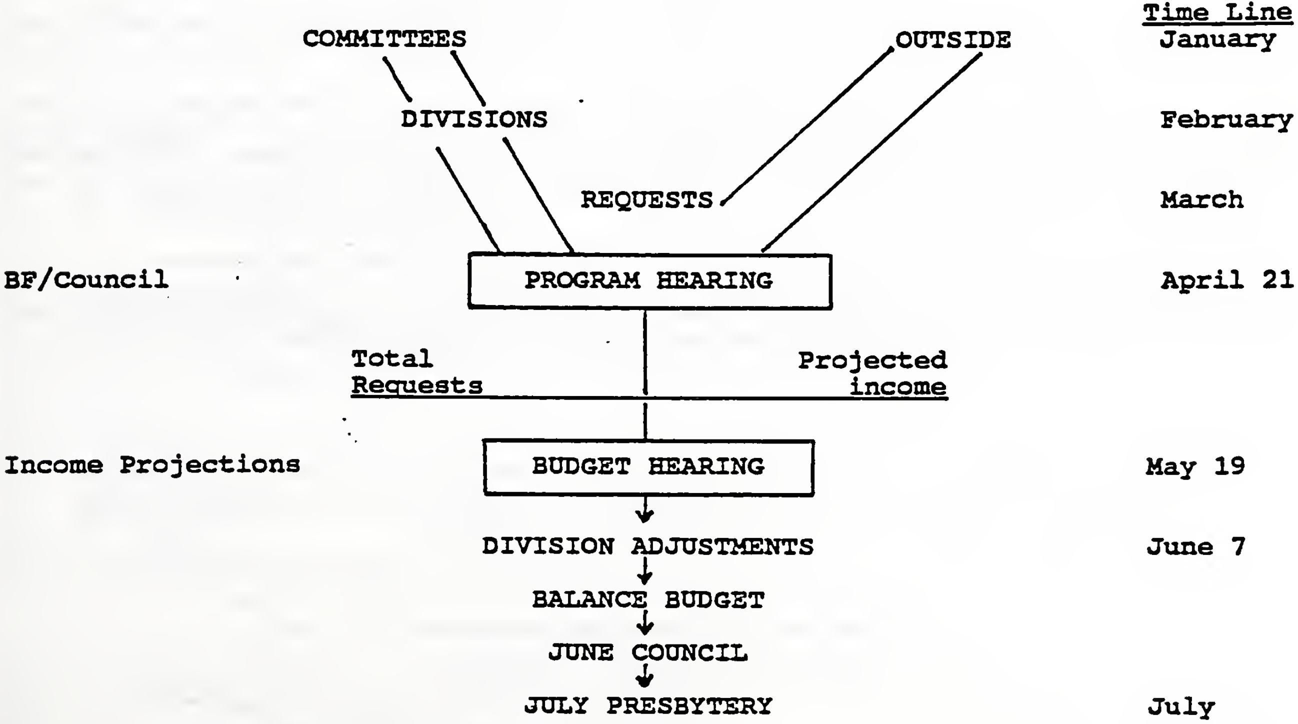
ACTIONS:

47. Presbytery rescinded the requirement restoring the 1/2% for 1992 to General Assembly and Synod.

48. The Presbytery designated $50,000 of year-end unspent funds to Salem Presbytery Office Relocation.

1994 Budget Preparation: Responding to the needs of our churches to have the Askings of Presbytery late summer, we successfully completed the 1993 budgeting process by June, 1992. We will retain this time-line in our 1994 budget preparation process. The time-line for the preparation of the 1994 budget is as follows:

BUDGET BUILDING


Time Line
COMMITTEES
OUTSIDE
January
DIVISIONS
February
REQUESTS
March
BF/Council
PROGRAM HEARING
April 21
Total Requests
Projected income
Income Projections
BUDGET HEARING
May 19
DIVISION ADJUSTMENTS
June 7
BALANCE BUDGET
JUNE COUNCIL
JULY PRESBYTERY
July

HIGHER EDUCATION COMMITTEE

Milton Spann, Moderator

During much of 1992, the Higher Education Committee has negotiated with Lees-McRae College to develop a Covenant describing a relationship between the College and Salem Presbytery.

The attached Covenant Agreement is the result of those negotiations. The Committee believes that Christian Colleges with Presbyterian heritage have a vital part to play in the witness and mission of the Presbyterian Church (U.S.A.). This Covenant is intended both to affirm our ties with this particular institution, as well as, to encourage support and participation by our churches in this form of ministry throughout our denomination.

ACTION:

49. The Presbytery voted to enter into Covenant relationship with Lees-McRae College by adopting the attached Covenant Agreement (Appendix K, pp. 72-74).

GOALS AND EVALUATION COMMITTEE

Norman Whitney, Moderator

The Goals and Evaluation Committee has had several false starts in its work since Salem's beginning. We believe we are now reconstituted and focused on two principle tasks:

1. To carry out the staffing study requested by the July, 1992, meeting of Salem Presbytery

2. To carry out an evaluation of the effectiveness of the Salem Structure as adopted in 1989.

We believe these two tasks are deeply interrelated. We will be approaching them simultaneously. Questions basic to both include: What are the needs we want Presbytery to address? Which of these are most needed by Salem? What can we afford? We will be addressing those issues in a variety of ways and will be reporting findings periodically.

International Missions Committee has requested that their Committee size be increased from 9 to 12 members. They cite a significantly increased workload and the need to divide into sub-committees. We believe this need is warranted. We congratulate International Missions on the level and importance of their success.

ACTION:

50. The International Missions Committee membership size was increased from 9 to 12 and the Nominating Committee will assign their nominees, one to each of the present classes.

NOMINATIONS COMMITTEE REPORT

Malcolm Bullock, Moderator

ACTION:

51. The following person were elected as indicated:

Moderator of Presbytery 1993
Rev. Mrs. Cindy Higgins (Starmount)

Vice-Moderator of Presbytery 1993
Elder Erwin Fuller (First [Greensboro])

ACTION:

52. The following persons were elected to replace Principle Commissioners to the 1993 General Assembly:

Rev. Laura M. Spangler to replace Rev. Carole Chase (Elon College)

Elder Edward J. Mack (First [Greensboro]) to replace Elder Vance Barron (First [Greensboro])

ACTION:

53. The following persons were elected as 1993 General Assembly Alternate Commissioners:

Elders	Ministers
Nancy Spann (First [Boone])	James Henderson (Calvary)
Dr. Moon Suh (Korean First)	S. Edwin Lewis (First [Mooresville])
Debbie Coles (Beulah)	Guy Hunt (Danbury Community)
Esther Preston (Highland)	Patricia Stewart (First Christian)

*Become Principal Commissioners in 1994.

ACTION:

54. Youth Advisory Delegates (YAD)
    General Assembly:
        Charles Smith (Grace)

    Synod:
        Walker Davidson (First [Greensboro])

ACTION:

55. Synod

Global/Ecumenical Ministries
    Class of '96
        Rev. Robert Yoder (Bethesda [Statesville])

Partnerships
    Class of '96
        Rev. David Henry (Vandalia)

Social Justice
    Class of '94
        Robert McBryde (St. James)

ACTION:

56. Salem Presbytery elected the following persons to fill vacancies in the structure as stated:

Council
    Class of '94
        Marilyn Scales (First [Boonville]) replaces Catrelia Hunter

Adult Ministry
Class of '93
Wendy Yoder (Speedwell) replaces Helen Mitcham
Mae Helen Byers (Reid Memorial) replaces Delores Parker

Budget & Finance
Class of '93
Belle Tillman (Grace) replaces Don Mitchell

Class of '94
Josh Carlisle (Shallowford) replaces Lovie McBryde

Educational Ministry
Class of '93
Dorothy Alexander (First [High Point]) replaces A. T. Stephens
Class of '95
Elaine McCoy (First [Greensboro])

Goals & Evaluation
Class of '93
Melissa Smith (Reid Memorial) replaces Ella Mae Phelps

Higher Education
Class of '94
Willa Gray Connor replaces James Henderson

International Missions
Class of '93
Laura Quinn (First [Greensboro])

Ministry Committee
Class of '93
Lucille Phifer (Mt. Vernon) replaces E. L. Patterson

Peacemaking
Class of '94
Janice Sullivan (First [Greensboro]) replaces Johnnie Toomer

Representation
Class of '95
Sonya Marks (Calvary)

Singles
Class of '94
Patricia Lowder (Parkway) replaces Mike Smith
Clyde Marr (First [Greensboro]) replaces Lainie Cienek

Stewardship
Class of '95
Susan Gupton (Parkway) replaces Charles McKee

Worship & Music
Class of '93
Whaley Batson (Highland) replaces Don Armitage

Class of '94
Rev. Charles Williams (First [Burlington]) replaces Margaret Gill

Remaining Vacancies

Communications
Moderator: ____________________

Class of '93
______________________________ r. Bill East

Evangelism
Class of '93
______________________________ r. Bob Jeffords

Examinations
Class of '94
______________________________ r. Cecelia Montague

International Missions
Class of '94
____

Class of '95
____

Preparation for Ministry
Class of '93
______________________________ r. Rev. Z. Holler
______________________________ r. Thomas Leach

Racial Ethnic
Class of '95
____

Social Justice
Class of '94
______________________________ r. Gayl Knox

Worship & Music
Class of '93
______________________________ r. Rev. Michael Askew

Synod

YAD ______________________________

Youth Council ______________________

REPORT OF THE STATED CLERK

Elder-Minister Balance at Presbytery Meetings

As required by the Book of Order G-11.0101b. I report that we have 208 ministers who are resident members of Salem Presbytery and 187 potential elder commissioners from our 156 congregations.

Therefore, there is an imbalance of 21 more ministers than elders.

Following the plan adopted in 1989 (April 6 meeting), the following action will redress that imbalance.

ACTION:

57. Presbytery asked each of the 21 racial ethnic congregations to send one additional elder commissioner beginning with the April, 1993, meeting and continuing through the First Stated Meeting of 1994.

Theological Advisory Delegate To 1993 General Assembly

The Committee on Theological Education of the General Assembly has requested that Salem Presbytery elect Lou McAlister East, an inquirer of this Presbytery and a member of the Buffalo Church, be elected as a Theological Advisory Delegate to the 205th General Assembly meeting in Orlando, Florida, in June, 1993.

ACTION:

58. Lou McAlister East was elected as a Theological Advisory Delegate to the 205th General Assembly (1993).

General Assembly Response to 1992 (First Church [Reidsville]) Overture Adopted by Salem Presbytery - has been prepared by the Committee on Mission Responsibility Through Investment and recommended to the Social Justice and Peacemaking Ministry Unit Committee. The Overture posed a question: "...to make clarification and give direction as to whether the General Assembly desires to accept money and gifts generated directly or indirectly from the tobacco industry." The reply will be presented to the 1993 General Assembly meeting.

Additional Sessional Records Reviewed

Several Clerks presented their 1991 Minutes for review apart from the area gatherings of clerks.

The Forest Park and Yanceyville Churches reported completion of items pending from these earlier evaluations.

ACTION:

59. Salem Presbytery approved the Minutes of Sessions of the following churches: Bethany (Graham), 1991; Flat Rock, 1991; Madison, 1990; Piedmont, 1991; and Yadkin United, 1991.

ELECTION AND INSTALLATION OF MODERATOR

Moderator-in-Nomination, Rev. Cynthia Higgins, was elected and installed as Moderator of Salem Presbytery.

RESOLUTIONS COMMITTEE

The Rev. Chip Steele presented and Presbytery adopted the following resolution:

ACTION:

60. Presbytery approved the following resolution and included it in the Minutes of the Seventeenth Stated Meeting of Salem Presbytery:

RESOLUTION OF THANKS

Whereas, Buffalo Presbyterian Church welcomed us with loving hands and served as graciously with warm hospitality and delicious food;

God has given us a beautiful day on which to travel and meet;

Our Presbytery staff planned and delivered an efficient meeting, and we are thankful for their service;

Moderator Rudy Boone has provided effective leadership in conducting the business of the day and has served faithfully as moderator for the past year;

The committees of Presbytery offered informative, creative, and time conscious presentations sharing news of their parts in carrying out the mission of Salem Presbytery;

Our ecumenical visitor, the Rev. Lewis Gibbs of Centenary United Methodist Church, reminded us of the church's unity in Christ;

Our hearts, minds, spirits, and hands were stirred by our worship together and the sharing of the Sacrament of the Lord's Supper;

God blessed Charles and Marian Cameron with safe travels and fruitful ministry in the Tease Agricultural and Development Project;

Jeff Coppage's presentation on the Prodigal House Community ministry gave witness to God's life changing work in our midst;

The Korean Presbyterian Church of Greensboro's youth choir filled the sanctuary with songs of praise;

Salem Presbytery recognized the honorable retirements of Robert Freeman and William Chappell giving thanks for their fruitful service ad wishing them shalom in their retirements;

Guy Hunt has sounded the bugle call for the charge of the "Small Church 100";

John Handley's "gong" kept the meeting moving expeditiously;

The assembled body of Salem Presbytery is a physical and active demonstration that in Christ there is neither Jew nor Greek, slave nor free, male nor female, black nor white;

Therefore, be it resolved that Salem Presbytery thank the Buffalo Church and all the participants and staff who have prepared and brought Presbytery to a happy and successful conclusion. Specifically, we commend the efforts of our retiring Moderator, Rudy Boone, of the Dellabrook Presbyterian Church.

ADJOURNMENT AND BENEDICTION

There being no further business, the Seventeenth Stated Meeting of Salem Presbytery was adjourned with prayer by Rev. Cindy Higgins, the newly elected Moderator at 4:05 p.m. The next Stated Meeting will begin at 9:00 a.m. on April 27, 1993, at the First Presbyterian Church in Burlington, North Carolina.

Attested:
John M. Handley
John M. Handley
Stated Clerk

APPENDIX A

SALEM PRESBYTERY
SEVENTEENTH STATED MEETING
BUFFALO PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA

DOCKET

February 6, 1993

***Denotes Order of the Day**

*** 9:00 a.m.**	**Call to Order, Hymn and Prayer** (4 min.)	
	Organization of Presbytery (26 min.)	*Rudy Boone*
	Declaration of Quorum	
	Adoption of Docket	
	Welcome	
	Introductions	
	Ecumenical Visitor: *The Reverend Lewis Gibbs, Pastor* *Centenary United Methodist Church*	
	Communications	
	Appointment of Standing Committees	
	Omnibus Motion (2 min.)	*Neel Fleming*
	Presbytery Council (5 min.)	*Neel Fleming*
	Board of Pensions Representative (10 min.)	*Dr. Bob Smith*
	Church In The World Division	
	Peacemaking (8 min.)	*Gray Clark*
	Kaleidoscope (4 min.)	
	Ecumenical Relations (5 min.)	*Lois Brake*
	Hunger (9 min.)	*Charles Cameron*
	Criminal Justice (14 min.) *(Includes presentation by Jeff Coppage, Director of Prodigals House)*	*Michael Askew*
	International Missions (10 min.)	*Robert Pittard*
	TELLIT (6 min.)	*Worship & Music; Rob Evans*
	Church Development Division	
	Church Development (5 min.)	*Bill Hylton*
	Small Church (7 min.)	*Bill Hayes*
	Bicentennial Committee (10 min.)	
	Amendments to the Constitution (24 min.)	
***11:30 a.m.**	**WORSHIP AND COMMUNION** (60 min.) *Preacher: Elder Rudolph Boone, Retiring Moderator* *Memorial to Rev. Troy Young*	
***12:30 p.m.**	**LUNCH** (45 min.)	
1:15 p.m.	Prayers of Thanksgiving/Intercession (4 min.)	
	Dedication of 2-Cents Offering	

Celebration of Honorable Retirement (20 min.)
William H. Chappell
Robert O. Freeman

State of Salem Address (10 min.) *John Handley*

TELLIT 2 (6 min.)

Examinations Committee (35 min.) *Russ Ward*
Howard Day, Jr., Minister-at-Large
Margret Henderson, Associate Pastor, Highland
Robert W. Henderson, Pastor, Westminster (Greensboro)
William T. Wing, Pastor, Unity

Committee on Ministry (10 min.) *Jud Milam*

Administrative Services Division
Personnel (7 min.) *Rosa Yourse*
Budget and Finance (7 min.) *John Milholland*

Higher Education (5 min.) *Milton Spann*

Goals & Evaluations (1 min.) *Norman Whitney*

Nominations (4 min.) *Malcolm Bullock*

Stated Clerk's Report (2 min.)

Election of Moderator (3 min.)
The Rev. Mrs. Cindy Higgins, Moderator-in-Nomination

* 3:09 p.m. **BENEDICTION AND ADJOURNMENT**

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
February 6, 1993

A. Supporting information on minister changes:

1. To other presbyteries

: Karen Evette Pearson - called to Elizabeth Avenue-Weequahic Presbyterian Church, Newark Presbytery
- Call Forms

: Douglas Andrew Horne - called to Afton Presbyterian Church, Susquehanna Presbytery
- Call Forms

2. From other presbyteries

: William Thomas Wing, III - called to Unity Church (Woodleaf) from Coastal Carolina Presbytery
- Certificate of Dismission from Coastal Carolina Presbytery
- Call Forms
- Installation Commission

: Margret Lewis Henderson - called to Highland Church as Associate Pastor from Mission Presbytery
- Receive pending receipt of Dismission from Mission Presbytery
- Call Forms
- Installation Commission

: Robert W. Henderson - called to Westminster (Greensboro) Church from Greater Atlanta Presbytery
- Certificate of Dismission from Greater Atlanta Presbytery
- Call Forms
- Installation Commission

: Howard B. Day, Jr. - being received as a Member-At-Large from Newark Presbytery
- Receive pending receipt of Dismission from Newark Presbytery

3. Within Presbytery

: James Mauldin - called as co-pastor of Pine Ridge and Hills Churches
- Call Forms
- Installation Commission

: Linda L. Blessing - called as co-pastor of Pine Ridge and Hills Churches
-
- Installation Commission

Reference: Committee on Ministry

B. Minutes of Ordination/Installation Commissions

1. Sam E. McGregor, Jr., Siler City Church
2. Guy Hunt, Danbury Community Church
3. David Leininger, St. Paul (Greensboro) Church
4. Ray Riddleberger, Old Town Church

Reference: Committee on Ministry

C. General Assembly Committee on Theological Education concerning election of Lou East as Theological Advisory Delegate to 1993 General Assembly Meeting

Reference: Stated Clerk

D. General Assembly Social Justice and Peacemaking Ministries Unit concerning response to Overture initiated by First Church (Reidsville)

Reference: Stated Clerk

E. Davidson College Trustees regarding election of Mr. Ralph M. Holt, Jr. of First Church (Burlington) to their Class of 1996

Reference: Council

F. Requests of Honorable Retirement: Robert Freeman and William Chappell

Reference: Committee on Ministry

G. Presbyterian Church of Ghana in appreciation for the recent visit to Tease from Charles and Marian Cameron.

Information

H. William Black Lodge - invitation to ministers for free lodging April 12-14

Information

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Presbytery received and admitted to record the following minutes of Administrative Commissions appointed to ordain/install ministers.

INSTALLATION OF GUY W. HUNT, JR.
AS PASTOR OF THE DANBURY COMMUNITY CHURCH

The Commission appointed by Salem Presbytery to install Guy W. Hunt, Jr. as Pastor of Danbury Community Church, met at Danbury Community Church, Danbury, NC, on October 18, 1992, at 6:30 p.m.. The meeting was called to order by S. Curtis Patterson. The prayer was offered by S. Curtis Patterson. The following members were present: Ministers Carter Shelley, S. Curtis Patterson, James Mauldin, Robert Evans; Elders Charles England and Jennie Hemrick. S. Curtis Patterson was elected Moderator and Robert Evans, Clerk of the Commission. Guest Ministers Richard Hunt of Giddings-Lovejoy Presbytery and Dean Veltman of West Virginia Presbytery were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission join the congregation in a worship service at 7:00 p.m., Jim Mauldin presiding. Carter Shelley preached the sermon using as her text Isaiah 6:1-12 and her topic, "It's A Tough Time To Be A Minister--and A Christian" S. Curtis Patterson propounded the constitutional questions to the minister. Elder Jennie Hemrick propounded the constitutional questions to the congregation. Elder Charles England offered the prayer of installation. Guy Hunt was declared duly installed as pastor of Danbury Community Church according to the Constitution of the Presbyterian Church (U.S.A.). Richard Hunt, brother of the Pastor, charged the Pastor, and Robert Evans charged the congregation.

Guy W. Hunt, Jr., the newly installed Pastor, pronounced the benediction. The Commission closed its meeting with the closing prayer at the Worship Service.

INSTALLATION OF DAVID EUGENE LEININGER
AS PASTOR OF ST. PAUL PRESBYTERIAN CHURCH (GREENSBORO, NC)

The Commission appointed by Salem Presbytery to install David Leininger as Pastor of St. Paul Presbyterian Church (Greensboro), met in the pastor's study on October 18, 1992, at 10:30 a.m. The meeting was called to order and opened with prayer. The following members were present: Ministers Thomas Lane, John Truitt; Elders Judy Gibson, Owen Cooke, and Robert Glasgow. Tom Lane was elected Moderator, and Owen Cooke, Clerk of the Commission. Guest minister Thomas W. Horton, Jr. of Providence Presbytery was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 11:00 a.m., the Moderator presiding. Tom Horton preached the sermon using as his text Philemon 1-7 and his topic, "Ain'ts". Tom Lane propounded the constitutional questions to the minister and the congregation and offered the prayer of installation. David Leininger was declared duly installed as Pastor of St. Paul Presbyterian Church (Greensboro) according to the Constitution of the Presbyterian Church (U.S.A.) John Truitt charged the Pastor and Judy Gibson charged the congregation.

David Leininger, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by David Leininger.

ORDINATION AND INSTALLATION OF SAM E. MCGREGOR, JR. AS PASTOR OF THE SILER CITY PRESBYTERIAN CHURCH

The Commission appointed by Salem Presbytery to ordain and install Sam E. McGregor, Jr. as Pastor of the Siler City Presbyterian Church, met in the pastor's study at 11:00 a.m. The meeting was called to order. The prayer was offered by John M. Handley. The following members were present: Ministers John M. Handley, Michael Poulos, Philip Gehman; Elders George Jones and Carroll Inman. John Handley was elected Moderator and Carroll Inman, Clerk of the Commission. Guest minister Lib McGregor Simmons of Giddings-Lovejoy Presbytery and elders Jimmy McGregor of New Covenant Presbytery, Ralph Macdonald of Foothills Presbytery, Sam E. McGregor of Trinity Presbytery, and Betty McGregor of Trinity Presbytery were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in worship at 11:00 a.m., the Moderator presiding. Lib McGregor Simmons preached the sermon entitled, "Proclaim the Message". John Handley propounded the constitutional questions to the candidate, and George Jones propounded the constitutional questions to the congregation. Sam E. McGregor, Jr. was declared duly ordained and installed as Pastor of the Siler City Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Philip Gehman charged the Pastor and George Jones charged the congregation.

Sam E. McGregor, Jr., the newly ordained and installed Pastor, pronounced the benediction.

INSTALLATION OF RAYMOND WALKER RIDDLEBERGER AS PASTOR OF THE OLD TOWN PRESBYTERIAN CHURCH, WINSTON-SALEM

The Commission appointed by Salem Presbytery to install Raymond W. Riddleberger as Pastor of the Old Town Presbyterian Church, met at the Old Town Presbyterian Church, October 4, 1992, at 11:00 a.m. The meeting was called to order by Max Deal. The prayer was offered by Julian Lake. The following members were present: Ministers Max Deal, Julian Lake, Tom Bagnal; Elders Martha Young, and Grace Ellis. Max Deal was elected Moderator and Grace Ellis, Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 11:00 a.m., the Moderator presiding. Julian Lake preached the sermon using as his text Matthew 16:13-19 and his topic, "Build My Church". Max Deal propounded the constitutional questions to the minister and to the congregation. Grace Ellis offered the prayer of installation. Raymond Riddleberger was declared duly installed as Pastor of the Old Town Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Martha Young charged the Pastor and Tom Bagnal charged the congregation.

Raymond Riddleberger, the newly installed Pastor pronounced the benediction.

SALEM PRESBYTERY
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APPENDIX D

CHURCH NUMBER	CHURCH NAME/CITY/STATE	1992 DEC	YEAR-TO-DATE 1992	YEAR-TO-DATE 1991
0021327	ALAMANCE PRESBYTERIAN CHURCH - GREENSBORO, NC	444.45	2,596.37	.00
0001123	ALLEN TEMPLE PRESBYTERIAN CHURCH - CLEVELAND, NC	.00	40.00	.00
0021000	ASBURY PRESBYTERIAN CHURCH - MOUNT AIRY, NC	.00	.00	.00
0021293	ASHEBORO FIRST PRESBYTERIAN CHURCH - ASHEBORO, NC	.00	1,606.00	.00
0021060	BAIRD'S CREEK PRESBYTERIAN CHURCH - VILAS, NC	.00	.00	.00
0021044	BETHANY PRESBY CHURCH-STATESVILLE - STATESVILLE, NC	.00	167.65	.00
0021325	BETHANY PRESBYTERIAN CHURCH-GRAHAM - GRAHAM, NC	191.55	1,420.08	.00
0021367	BETHEL PRESBYTERIAN CHURCH - MCLEANSVILLE, NC	416.05	1,258.98	.00
0021045	BETHESDA PRESBY CHURCH-STATESVILLE - STATESVILLE, NC	62.35	87.10	.00
0021397	BETHESDA PRESBYTERIAN CHURCH-RUFFIN - RUFFIN, NC	.00	.00	.00
0021014	BEULAH PRESBYTERIAN CHURCH - NORTH WILKESBORO, NC	.00	207.33	.00
0020897	BIXBY PRESBYTERIAN CHURCH - ADVANCE, NC	.00	721.51	.00
0020910	BOONE FIRST PRESBYTERIAN CHURCH - BOONE, NC	87.32	1,557.94	.00
0001125	BOONVILLE FIRST UNITED PRESBY CH - BOONVILLE, NC	.00	100.00	.00
0021347	BRENTWOOD PRESBYTERIAN CHURCH - HIGH POINT, NC	.00	.00	.00
0021328	BUFFALO PRESBYTERIAN CHURCH - GREENSBORO, NC	-178.26	1,786.62	.00
0021296	BURLINGTON FIRST PRESBY CHURCH - BURLINGTON, NC	655.65	2,744.84	.00
0009467	CALVARY UNITED PRESBYTERIAN CHURCH - STATESVILLE, NC	.00	93.00	.00
0001131	CAMERON PRESBYTERIAN CHURCH - STATESVILLE, NC	50.00	100.00	.00
0021005	CENTRE PRESBYTERIAN CHURCH - MOUNT MOURNE, NC	393.60	1,592.62	.00
0021330	CHURCH OF THE CROSS - GREENSBORO, NC	187.34	473.82	.00
0020917	CLEMMONS PRESBYTERIAN CHURCH - CLEMMONS, NC	485.15	2,833.38	.00
0020918	CLEVELAND PRESBYTERIAN CHURCH - CLEVELAND, NC	.00	.00	.00
0021046	CLIO PRESBYTERIAN CHURCH - STATESVILLE, NC	.00	.00	.00
0020921	COLLINSTOWN PRESBYTERIAN CHURCH - WESTFIELD, NC	.00	.00	.00
0021331	COMMUNITY IN CHRIST PRESBY CHURCH - GREENSBORO, NC	913.47	1,792.52	.00
0021047	CONCORD PRESBY CHURCH-STATESVILLE - STATESVILLE, NC	99.00	180.11	.00
0020932	COOLEEMEE PRESBYTERIAN CHURCH - COOLEEMEE, NC	.00	.00	.00
0021064	COVENANT PRESBYTERIAN CHURCH-WS - WINSTON-SALEM, NC	75.48	351.27	.00
0021349	CRESTWOOD PRESBYTERIAN CHURCH - HIGH POINT, NC	.00	.00	.00
0021369	CROSS ROADS PRESBYTERIAN CHURCH - MEBANE, NC	.00	.00	.00
0010829	DANBURY COMMUNITY CHURCH - DANBURY, NC	.00	11.50	.00
0021065	DELLABROOK PRESBYTERIAN CHURCH - WINSTON-SALEM, NC	.00	158.42	.00
0021292	DOGWOOD ACRES PRESBYTERIAN CHURCH - ASHEBORO, NC	.00	316.23	.00
0020963	EBENEZER PRESBYTERIAN CHURCH - JEFFERSON, NC	.00	.00	.00
0021319	EDEN FIRST PRESBYTERIAN CHURCH - EDEN, NC	225.02	1,723.62	.00
0001147	EDWARD WEBB MEMORIAL PRESBY CHURCH - MOUNT AIRY, NC	43.54	285.64	.00
0021313	EL BETHEL PRESBYTERIAN CHUCH - EDEN, NC	.00	139.16	.00
0020933	ELKIN PRESBYTERIAN CHURCH - ELKIN, NC	608.54	2,595.53	.00
0021048	ELMWOOD PRESBYTERIAN CHURCH - STATESVILLE, NC	.00	.00	.00
0020980	FAIRMONT PRESBYTERIAN CHURCH - LEXINGTON, NC	.00	415.43	.00
0021332	FAITH PRESBYTERIAN CHURCH - GREENSBORO, NC	.00	551.06	.00
0021333	FELLOWSHIP PRESBYTERIAN CHURCH - GREENSBORO, NC	.00	.00	.00
0020993	FIELDSTONES PRESBYTERIAN CHURCH - MOORESVILLE, NC	.00	.00	.00
0021049	FIFTH CREEK PRESBYTERIAN CHURCH - STATESVILLE, NC	.00	416.91	.00
0021002	FLAT ROCK PRESBYTERIAN CHURCH - MOUNT AIRY, NC	86.27	678.53	.00
0021351	FOREST HILLS PRESBYTERIAN CHURCH - HIGH POINT, NC	986.31	1,362.54	.00
0021031	FOREST PARK PRESBYTERIAN CHURCH - STATESVILLE, NC	23.95	246.29	.00
0021051	FRANCISCO PRESBYTERIAN CHURCH - WESTFIELD, NC	24.52	24.52	.00

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0021023	FRANKLIN PRESBYTERIAN CHURCH - SALISBURY, NC	.00	.00	.00
0001129	FREEDOM PRESBYTERIAN CHURCH - STATESVILLE, NC	.00	.00	.00
0020951	GLENDALE SPRINGS PRESBY CHURCH - GLENDALE SPRINGS, NC	12.42	94.12	.00
0021335	GLENWOOD PRESBYTERIAN CHURCH - GREENSBORO, NC	100.00	1,200.00	.00
0001159	GRACE UNITED PRESBYTERIAN CHURCH - WINSTON-SALEM, NC	.00	406.78	.00
0021325	GRAHAM PRESBYTERIAN CHURCH - GRAHAM, NC	.00	1,995.88	.00
0021334	GREENSBORO FIRST PRESBY CHURCH - GREENSBORO, NC	.00	.00	.00
0021391	GREENWOOD PRESBYTERIAN CHURCH - REIDSVILLE, NC	.00	319.41	.00
0021359	GRIERS PRESBYTERIAN CHURCH - LEASBURG, NC	.00	111.39	.00
0021335	GUILFORD PARK PRESBYTERIAN CHURCH - GREENSBORO, NC	100.00	583.57	.00
0010568	GULF PRESBYTERIAN CHURCH - GULF, NC	.00	58.38	.00
0020955	HARMONY PRESBYTERIAN CHURCH - HARMONY, NC	.00	.00	.00
0021370	HAWFIELDS PRESBYTERIAN CHURCH - MEBANE, NC	114.71	1,186.83	.00
0021350	HIGH POINT FIRST PRESBY CHURCH - HIGH POINT, NC	.00	1,965.36	.00
0021067	HIGHLAND PRESBYTERIAN CHURCH - WINSTON-SALEM, NC	766.00	2,826.76	.00
0021020	HILLS PRESBYTERIAN CHURCH - PILOT MOUNTAIN, NC	.00	.00	.00
0021337	HOPE VIEW PRESBYTERIAN CHURCH - GREENSBORO, NC	.00	.00	.00
0020916	IMMANUEL PRESBY CHURCH-CHINA GROVE - CHINA GROVE, NC	.00	.00	.00
0021355	JAMESTOWN PRESBYTERIAN CHURCH - JAMESTOWN, NC	382.05	1,585.20	.00
0021029	JOHN CALVIN PRESBYTERIAN CHURCH - SALISBURY, NC	152.52	2,108.09	.00
0021405	JOYCE PRESBYTERIAN CHURCH - STONEVILLE, NC	.00	.00	.00
0020970	KERNERSVILLE FIRST PRESBY CHURCH - KERNERSVILLE, NC	.00	.00	.00
0011136	KOREAN FIRST PRESBYTERIAN CHURCH - GREENSBORO, NC	.00	700.00	.00
0020973	LANSING PRESBYTERIAN CHURCH - LANSING, NC	96.68	482.22	.00
0020974	LAUREL FORK PRESBYTERIAN CHURCH - LAUREL SPRINGS, NC	28.11	131.13	.00
0020981	LEXINGTON FIRST PRESBY CHURCH - LEXINGTON, NC	209.38	3,552.64	.00
0020982	LEXINGTON SECOND PRESBY CHURCH - LEXINGTON, NC	.00	583.85	.00
0020903	LITTLE JOE'S PRESBYTERIAN CHURCH - BARIUM SPRINGS, NC	.00	.00	.00
0001160	LLOYD PRESBYTERIAN CHURCH - WINSTON-SALEM, NC	.00	230.53	.00
0001151	LOGAN PRESBYTERIAN CHURCH - SCOTTS, NC	.00	581.30	.00
0020985	LOVE VALLEY PRESBYTERIAN CHURCH - LOVE VALLEY, NC	.00	173.24	.00
0021365	MADISON PRESBYTERIAN CHURCH - MADISON, NC	.00	1,117.75	.00
0021371	MEBANE PRESBYTERIAN CHURCH - MEBANE, NC	.00	.00	.00
0021338	MEMORIAL PRESBYTERIAN CHURCH - GREENSBORO, NC	146.18	831.09	.00
0021373	MILTON PRESBYTERIAN CHURCH - MILTON, NC	.00	.00	.00
0020992	MOCKSVILLE FIRST PRESBY CHURCH - MOCKSVILLE, NC	.00	1,522.23	.00
0001145	MOCKSVILLE SECOND PRESBY CHURCH - MOCKSVILLE, NC	.00	100.00	.00
0020994	MOORESVILLE FIRST PRESBY CHURCH - MOORESVILLE, NC	520.49	2,289.73	.00
0021001	MOUNT AIRY FIRST PRESBY CHURCH - MOUNT AIRY, NC	182.58	456.36	.00
0021062	MOUNT JEFFERSON PRESBYTERIAN CHURCH - WEST JEFFERSON, NC	.00	832.39	.00
0001148	MOUNT TABOR PRESBYTERIAN CHURCH - CLEVELAND, NC	.00	.00	.00
0021402	MOUNT VERNON SPRINGS PRESBY CHURCH - SILER CITY, NC	125.00	592.35	.00
0001151	MOUNT VERNON UNITED PRESBY CHURCH - WOODLEAF, NC	30.00	30.00	.00
0011035	NEW CREATION COMMUNITY CHURCH - GREENSBORO, NC	135.79	333.38	.00
0021054	NEW SALEM PRESBYTERIAN CHURCH - STONY POINT, NC	.00	152.03	.00
0021015	NORTH WILKESBORO PRESBY CHURCH - NORTH WILKESBORO, NC	.00	1,997.65	.00
0021052	OAKLAND PRESBYTERIAN CHURCH - STATESVILLE, NC	.00	.00	.00
0021415	OAKVIEW PRESBYTERIAN CHURCH - YANCEYVILLE, NC	.00	.00	.00
0020919	OLD PROVIDENCE PRESBYTERIAN CHURCH - CLEVELAND, NC	152.00	611.13	.00

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0021068	OLD TOWN PRESBYTERIAN CHURCH - WINSTON-SALEM, NC	.00	115.70	.00
0021069	PARKWAY PRESBYTERIAN CHURCH - WINSTON-SALEM, NC	239.37	3,000.30	.00
0020975	PEAK CREEK PRESBY CHURCH-INACTIVE - LAUREL SPRINGS, NC	.00	.00	.00
0021298	PIEDMONT PRESBYTERIAN CHURCH - BURLINGTON, NC	.00	.00	.00
0021019	PILOT MOUNTAIN FIRST PRESBY CHURCH - PILOT MOUNTAIN, NC	324.15	1,235.89	.00
0021022	PINE HALL PRESBYTERIAN CHURCH - PINE HALL, NC	.00	32.00	.00
0021021	PINE RIDGE PRESBYTERIAN CHURCH - PILOT MOUNTAIN, NC	.00	.00	.00
0021378	PITTSBORO PRESBYTERIAN CHURCH - PITTSBORO, NC	95.76	784.00	.00
0021417	PLEASANT GROVE PRESBYTERIAN CHURCH - YANCEYVILLE, NC	30.00	350.00	.00
0021329	PRESBY CHURCH OF THE COVENANT - GREENSBORO, NC	1,592.25	1,592.25	.00
0020995	PROSPECT PRESBYTERIAN CHURCH - MOORESVILLE, NC	638.59	2,557.38	.00
0021352	RANDOLPH PRESBYTERIAN CHURCH - HIGH POINT, NC	7.83	76.83	.00
0021401	RED HOUSE PRESBYTERIAN CHURCH - SEMORA, NC	.00	.00	.00
0001146	REID MEMORIAL PRESBYTERIAN CHURCH - MOORESVILLE, NC	.00	186.34	.00
0021390	REIDSVILLE FIRST PRESBY CHURCH - REIDSVILLE, NC	.00	.00	.00
0021320	RIVERVIEW PRESBYTERIAN CHURCH - EDEN, NC	.00	.00	.00
0020909	RUMPLE MEMORIAL PRESBYTERIAN CHURCH - BLOWING ROCK, NC	.00	.00	.00
0021071	SAINT ANDREWS PRESBYTERIAN CHURCH - WINSTON-SALEM, NC	.00	142.63	.00
0001133	SAINT JAMES PRESBYTERIAN CHURCH - GREENSBORO, NC	.00	.00	.00
0021339	SAINT PAUL PRESBY CHURCH-GREENSBORO - GREENSBORO, NC	.00	1,232.14	.00
0001136	SAINT PAUL PRESBY CHURCH-HIGH POINT - HIGH POINT, NC	.00	.00	.00
0021027	SALISBURY FIRST PRESBYTERIAN CHURCH - SALISBURY, NC	.00-	3,860.77	.00
0021030	SALISBURY SECOND PRESBY CHURCH - SALISBURY, NC	118.82	1,848.88	.00
0021033	SANDY RIDGE PRESBYTERIAN CHURCH - SANDY RIDGE, NC	.00	16.00	.00
0021340	SEDGEFIELD PRESBYTERIAN CHURCH - GREENSBORO, NC	281.44	1,255.83	.00
0001143	SHADY SIDE PRESBYTERIAN CHURCH - LEXINGTON, NC	.00	44.76	.00
0010821	SHALLOWFORD PRESBYTERIAN CHURCH - LEWISVILLE, NC	177.56	886.57	.00
0021299	SHILOH PRESBY CHURCH-BURLINGTON - BURLINGTON, NC	.00	285.75	.00
0021053	SHILOH PRESBY CHURCH-STATESVILLE - STATESVILLE, NC	.00	.00	.00
0021403	SILER CITY PRESBYTERIAN CHURCH - SILER CITY, NC	.00	.00	.00
0021392	SMYRNA PRESBYTERIAN CHURCH - WENTWORTH, NC	.00	155.37	.00
0021072	SOUTHMINSTER PRESBYTERIAN CHURCH - WINSTON-SALEM, NC	.00	.00	.00
0021037	SPARTA PRESBYTERIAN CHURCH - SPARTA, NC	.00	573.23	.00
0021393	SPEEDWELL PRESBYTERIAN CHURCH - REIDSVILLE, NC	.00	367.35	.00
0021038	SPENCER PRESBYTERIAN CHURCH - SPENCER, NC	.00	.00	.00
0021412	SPRINGWOOD PRESBYTERIAN CHURCH - WHITSETT, NC	.00	.00	.00
0021341	STARMOUNT PRESBYTERIAN CHURCH - GREENSBORO, NC	419.27	4,312.58	.00
0021050	STATESVILLE FIRST PRESBY CHURCH - STATESVILLE, NC	.00	.00	.00
0021406	STONEVILLE PRESBYTERIAN CHURCH - STONEVILLE, NC	.00	50.00	.00
0021300	STONY CREEK PRESBYTERIAN CHURCH - BURLINGTON, NC	.00	.00	.00
0021013	TABOR PRESBYTERIAN CHURCH - HARMONY, NC	.00	546.22	.00
0021055	TAYLORSVILLE PRESBYTERIAN CHURCH - TAYLORSVILLE, NC	.00	493.48	.00
0020920	THIRD CREEK PRESBYTERIAN CHURCH - CLEVELAND, NC	61.12	465.21	.00
0021056	THOMASVILLE FIRST PRESBY CHURCH - THOMASVILLE, NC	.00	1,218.72	.00
0021031	THYATIRA PRESBYTERIAN CHURCH - SALISBURY, NC	.00	.00	.00
0021301	TRINITY - ELON COLLEGE - ELON COLLEGE, NC	.00	128.00	.00
0021073	TRINITY PRESBYTERIAN CHURCH-WS - WINSTON-SALEM, NC	50.00	664.33	.00
0001149	TRINITY UNITED PRESBY CHURCH - SALISBURY, NC	.00	189.08	.00
0021074	UNITY PRESBYTERIAN CHURCH - WOODLEAF, NC	.00	440.55	.00

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REPORT DATE: 1992 DEC

CHURCH NUMBER	CHURCH NAME/CITY/STATE	1992 DEC	YEAR-TO-DATE 1992	YEAR-TO-DATE 1991
0021342	VANDALIA PRESBYTERIAN CHURCH - GREENSBORO, NC	175.50	1,830.59	.00
0021411	WENTWORTH PRESBYTERIAN CHURCH - WENTWORTH, NC	.00	181.54	.00
0011145	WESTMINSTER PRESBY CH - BURLINGTON - BURLINGTON, NC	.00	.00	.00
0021343	WESTMINSTER PRESBY CHURCH - GRSBORO - GREENSBORO, NC	615.50	4,405.65	.00
0021294	WHISPERING PINES PRESBY CHURCH - ASHEBORO, NC	56.60	56.60	.00
0021066	WINSTON-SALEM FIRST PRESBY CHURCH - WINSTON-SALEM, NC	463.70	2,251.37	.00
0009096	YADKIN UNITED PRESBYTERIAN CHURCH - MEBANE, NC	.00	.00	.00
0021075	YADKINVILLE PRESBYTERIAN CHURCH - YADKINVILLE, NC	165.50	235.50	.00
0021418	YANCEYVILLE PRESBYTERIAN CHURCH - YANCEYVILLE, NC	.00	397.05	.00
		14,890.95	100,599.92	.00

SALEM PRESBYTERY PAGE: 6
DECEMBER 2-CENTS A MEAL
GRAND TOTALS
REPORT DATE: 1992 DEC

	1992 DEC	YEAR-TO-DATE 1992	YEAR-TO-DATE 1991
ASSOCIATIONAL TOTALS:	14,890.95	100,599.92	.00
NON-ASSOCIATIONAL TOTALS:	.00	615.42	.00
GRAND TOTALS:	14,890.95	101,215.34	.00

SALEM PRESBYTERY PAGE: 5
DESIGNATED 2-CENTS FOR DECEMBER
NON-ASSOCIATIONAL CONTRIBUTORS
REPORT DATE: 1992 DEC

CHURCH NUMBER	CHURCH NAME/CITY/STATE	1992 DEC	YEAR-TO-DATE 1992	YEAR-TO-DATE 1991
0000400	INDIVIDUALS -,	.00	.00	.00
0004002	MIDDLE OCTORARA PRESBY CHURCH - STRASBURG, PA	.00	.00	.00
4000002	PRESBYTERIAN WOMEN - MOORESVILLE, NC	.00	.00	.00
4000000	PRESBYTERY MEETING OFFERINGS -,	.00	.00	.00
0000401	VIRGIE REED MEMORIAL -,	1,080.00	1,080.00	.00

SALEM PRESBYTERY PAGE: 6
DESIGNATED 2-CENTS FOR DECEMBER
GRAND TOTALS
REPORT DATE: 1992 DEC

	1992 DEC	YEAR-TO-DATE 1992	YEAR-TO-DATE 1991
ASSOCIATIONAL TOTALS:	82.73	82.73	.00
NON-ASSOCIATIONAL TOTALS:	1,080.00	1,080.00	.00
GRAND TOTALS:	1,162.73	1,162.73	.00

Received: GA Church Loan Program ____________

FORM X
APPLICATION FOR REVIEW AND REVISION OF GENERAL ASSEMBLY CHURCH LOAN TERMS
(Loan Term Adjustment)

PROJECT IDENTIFICATION

Synod MID-ATLANTIC Presbytery SALEM

Name of Church CALVARY PRESBYTERIAN CHURCH, USA PIN 09467

Street Address 500 South Green Street City/State Statesville, North Carolina

ZIP 28677 Date church was organized: 1969

Title to property held by (exact corporate name) ____________

Type of Church (check applicable categories):

New Church Development _____ Church Redevelopment _____ Ecumenical _____

Urban _____; Suburban _____; Rural/Small Town X;

African-American X; Asian _____; Caucasian _____; Hispanic _____;

Native American _____.

Pastor Rev. James Henderson Tel. No. (704) 872-8011 At this church since 1978

Clerk of Session Mr. Fred Tatum, Jr. Tel. No. (704) 872-0319

Residence Address Route 3, Box A-229; Statesville, NC 28677

Presbytery/synod staff liaison person: Willie Delia Garvin Title Finance Associate

Address P. O. Box 1763, Clemmons, NC 27012 Tel No. (919) 766-3393

PLEASE FORWARD TO:
General Assembly Church Loan Program
Evangelism and Church Development Ministry Unit, Room 3613A
100 Witherspoon Street, Louisville, KY 40202-1396; along with:

1) completed application and cash flow chart: ____
2) copy of congregation's current operating budget: ____

3/91

ection A: INFORMATION ABOUT THE COMMUNITY

opulation of your parish/community:

Current year 18,000 ; One year hence 18,000 ; three years hence 19,000 .

ave population projections used at the time of loan application/most recent loan review changed ignificantly? If so, please describe reasons for change.

hat is the economic base of the community?

XXXXXXXX Industrial/Textile/Manufacturing

escribe any changes that have occurred recently that affect the economic base of the community.

ection B: CHURCH STATISTICAL INFORMATION

ommunicant church membership: (give statistics for past five years)

19 88	19 89	19 90	19 91	19 92
120	117	119	121	116

age Attendance at Sunday Worship service(s) for the past five years:

19 88	19 89	19 90	19 91	19 92
40	35	37	33	37

stimated future membership:

ne year hence 120 ; two years hence 119 ; three years hence 117 .

f membership growth goals have changed since the original loan application/most recent revision f loan terms, please describe the factors that have contributed to growth goal revisions.

Church School: Enrollment 40 Average Attendance 35

Annual mobility rate (approximate) 1 %.

Age of majority of members: 40 years to 65 years.

urrent resident family membership unit statistics: (give totals for each category)

a. Husband and wife units (couple is one unit)	16
b. Single heads of household	30
c. Unmarried women	16
d. Unmarried men	14
Wife a member but not husband	12
. Husband a member but not the wife	5
g. Youth members under 18 years	6

4.

Section C: CHURCH FISCAL DATA

	1987	1988	1989	1990	1991
Local Expenses	$31,440.00	$45,957.00	$43,008.00	$55,442.00	$43,176.0
Mission Giving: PC(USA)	3,114.00	3,024.00	3,176.00	4,184.00	3,910.0
Mission Giving: Other	100.00	973.00	287.00	1,963.00	1,411.0
Other (describe)					
Sub-total:	34,654.00	49,954.00	46,471.00	61,589.00	48,497.0
Building Fund	6,146.00	5,317.00	5,319.00	13,701.00	8,145.0
TOTAL	$40,800.00	$55,271.00	$51,790.00	$75,290.00	$56,642.0

Current operating budget pledge data for past 2 years:

	1990	1991
a. Total pledged to church budget	$30,668.00	$26,648.00
b. Total actually received from pledges	$27,453.00	$24,572.00

Total resident church member family units: 100

Number of resident family units pledging: 43

Percentage of resident family units pledging: 43%

Average annual giving per family unit (include non-pledging) 485.00

Pastor's annual salary $ 32,000.00 does X does not ____ include manse allowance.

Approximate average family income in congregation; $ 16,000.00.

Mortgage debt: Complete list of indebtedness as of 1992 (date):

Lender	Date of Loan	Original Amount	Present Balance	Amt. of Monthly Pymt.	Maturity Date
CHURCH	2/9/72	$60,000.00	$ 32,720.	$375.00	
TOTALS:		$60,000.00	$ 32,720.	$375.00	

Are applications for loan term revision/renewal being presented to other lenders?

NO

On a separate paper: list all assets of the congregation and their current value.

$500,000.00 - Church Building and Furnishings-chairs, organ, piano, etc.

ction D. LOAN CONDITION FULFILLMENT:

List conditions that were applied to the church's loan at the time of loan appropriation and/or the time of the most recent loan term revision and describe how conditions have been fulfilled? there have been difficulties in the fulfillment of any condition, note the factors contributing the difficulties.

DEBT RETIREMENT: 1986

MONTHLY PAYMENT: $335.00

) Most Recent Church Building Fund or Debt-Retirement Campaign: WE HAVE NOT HAD ONE

ate of fund campaign: from NONE (date) to NONE (date).

otal amount pledged: $ NONE .

nt actually received: $ NONE .

umber of families pledging to church building fund NONE ;

verage pledge per family $ NONE .

ampaign directed by NONE

s a future debt-retirement campaign planned? If so, when? (date) NONE IS PLANNED

stimated amount to be raised? $ DOES NOT APPLY

ection E. What schedule of repayment is recommended for the General Assembly loan(s)? (Not the final decision rests with the Mission Development Resources Committee).

$375.00/monthly UNTIL LOAN IS PAID IN FULL

(OUR CONGREGATION IS OLD AND NOT GROWING IN MEMBERSHIP. YOUNG PEOPLE ARE MOVING AWAY FROM TOWN. WE DO NOT SEE A SIGNIFICANT INCREASE IN GIVING IN THE NEAR FUTURE. IN FACT, THE GIVING IS LIKELY TO DECREASE.)

6.

Session Request:

On DECEMBER 6, 1992 (date) the Session of CALVARY PRESBYTERIAN Church STATESVILLE, N.C. (city, state) voted to request an extension and revision of the te of the of the General Assembly loan(s) that respond to current and projected fiscal ability this congregation:

DECEMBER 6, 1992
Date

Clerk of Session

Presbytery Approval:

On ________________ (date) the Presbytery of ______________________ pursuant to consultat with the Session of __________________________ Church of __________________________ vot recommend the following extension and revision in repayment schedule(s) of General Assembly loan(s); recognizing the Presbytery's role as guarantor of the General Assembly loan(s):

Date

Presbytery Executive

Synod Clearance:

On __________________________ (date) the Synod of ______________________________ in acc with its own appropriate procedures, cleared the request for loan term extension and revisio directed the submission of this application to the General Assembly.

Date

Synod Executive

CASH FLOW CHART-----MORTGAGE INCOME AND REPAYMENT SCHEDULE

RCH: Calvary PRESBYTERY: Salem SYNOD: Mid-Atlantic DATE: 2/3/93

			1992	1993	1994	1995	1996	1997	1998	1999	2000
. EXISTING LOANS											
NDER	UNPAID BALANCE	MATURITY DATE									
.				$ 4,500	$ 4,500	$4,500	$ 4,500	$ 4,500	$ 4,500	$ 4,500	$ 4,500
.											
.											
.											
.											
.											
.											
otal Annual Mortgage Payments				4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500
. MORTGAGE REPAYMENT INCOME:											
rom Building Fund Pledges for Debt Retirement											
rom Current Operating Budget				4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500
otal Annual Income for Mortgage Payments				$4,500	$4,500	$4,500	$4,500	$4,500	$4,500	$4,500	$4,500

CASH FLOW CHART------MORTGAGE INCOME AND REPAYMENT SCHEDULE

			2001	2002	2003	2004	2005	2006	2007
. EXISTING LOANS:									
ENDER	UNPAID BALANCE	MATURITY DATE							
General Assembly	32,700	1985	$ 4,500	$4,500					
TOTAL ANNUAL MORTGAGE PAYMENTS			4,500	4,500					
. MORTGAGE REPAYMENT INCOME:									
From Building Fund Pledges for Debt Retirement									
From Current Operating Budget			$ 4,500	$ 4,500					
Total Annual Income for Mortgage Repayment			$4,500	$ 4,500					

APPENDIX F

SALEM PRESBYTERY
NECROLOGY, 1992

Bethany (Statesville)		
Milton Hall Morrison, Sr.	Elder	April 24, 1992
Beulah		
Rick Holbrook	Elder	May 24, 1992
Brentwood		
Mrs. Elizabeth H. McElroy	Elder	December 21, 1992
Buffalo		
Clifford Lee Garrett	Elder	August 2, 1992
First (Burlington)		
Lucy Hatch Brooks	Elder	February 4, 1992
Guy Edward Barker	Elder	October 20, 1992
Calvary		
L. T. Dixon	Elder	May 28, 1992
Cameron		
Mable C. Cowan	Elder	August 15, 1992
Church of the Cross		
Mrs. Percy P. Pearce	Elder	May 28, 1992
Clemmons		
Bert Bell	Elder	October 8, 1992
Concord		
James M. Stevenson	Elder	1992
Long Wooten	Elder	1992
Pete Raymer	Elder	1992
Covenant		
Raeford Womble	Elder	August, 1992
Cross Roads		
John J. Berry	Elder	December 1, 1992
Dellabrook		
Troy A. Young, Jr.	Minister	May 26, 1992
First (Eden)		
Henry T. Harrison	Elder	March 6, 1992
Andrew L. Newman	Elder	July 31, 1992
Edward Webb Memorial		
Gilmer Franklin	Elder	June 23, 1992
Elkin		
Elizabeth Hendrick	Elder	June 5, 1992
Fifth Creek		
George L. Niblock	Elder	November 11, 1992
Forest Park		
Wade Hampton Wilson	Elder	March 9, 1992
Francisco		
Glenn Palmer	Elder	February 3, 1992

Glendale Springs		
Delmar Rose	Elder	March 14, 1992
Grace		
Carl Hargraves	Elder	October, 1992
Mattie Mae Alexander	Elder	November, 1992
Graham		
Allen J. Patten	Elder	August 22, 1992
First (Greensboro)		
Robert R. King, III	Elder	February 2, 1992
Henry N. Myers	Elder	April 20, 1992
Arthur L. Burnet, Jr.	Elder	May 1, 1992
Howard Holderness	Elder	May 7, 1992
George K. Cavenaugh	Elder	May 20, 1992
Harriet L. Tynes	Elder	July 15, 1992
Preston E. Davenport	Elder	July 25, 1992
Griers		
Riley Tuck	Elder	February 25, 1992
Guilford Park		
Ralph J. Cambron	Elder	May 23, 1992
Gulf		
Roger Oldham	Elder	November 15, 1992
John Calvin		
Rufus Brandon	Elder	September 4, 1992
First (Kernersville)		
Herb Vanhoy	Elder	January 10, 1992
Laurel Fork		
Roy Woodie	Elder	September 12, 1992
First (Lexington)		
Haywood Watson Hinkle	Elder	March 26, 1992
Walter Lonnie Dabbs	Elder	June 5, 1992
First (Mocksville)		
Frank Brown	Elder	April 28, 1992
First (Mooresville)		
Virginia E. Cobb	Elder	April, 24, 1992
Mount Jefferson		
Russell Barr	Elder	November 2, 1992
Mount Tabor		
J. W. Knox	Elder	October 27, 1992
J. C. Stevenson	Deacon	July 19, 1992
Emmett J. S. Torrence	Member	March 10, 1992
Old Providence		
Harry Johnson	Elder	February 20, 1992
Parkway		
Clyde Burton Linville	Elder	March 19, 1992
Sam Willeford, Jr.	Elder	October 22, 1992
Piedmont		
Clarence Forrester	Elder	October 12, 1992
Robert N. Adams	Elder	October 31, 1992

Reid Memorial		
Mildred R. Sharpe	Elder	February 7, 1992
St. James		
Susie Taylor	Elder	September 29, 1992
Second (Salisbury)		
Henry F. Coble	Elder	April 11, 1992
Julius Nimrod Bickett	Elder	April 26, 1992
Lila Hart	Elder	October 4, 1992
Carl Wells Hall	Elder	December 13, 1992
Shallowford		
Carl Ruchte	Elder	July 19, 1992
Smyrna		
Willie Rakestraw	Elder	July 7, 1992
St. Paul (Greensboro)		
John Taylor	Elder	March 9, 1992
Woodrow Glenn	Elder	April 15, 1992
Starmount		
William Henry Otten	Elder	May 30, 1992
Stoneville		
C. P. Robertson	Elder	January 10, 1992
Taylorsville		
John R. Faison	Elder	November 22, 1992
First (Thomasville)		
Kenneth Neill	Elder	May 19, 1992
Thyatira		
Charles Locke Neel	Elder	November 21, 1992
Unity		
Summers Moore	Elder	September 12, 1992
First (Winston-Salem)		
William E. East	Elder	November 5, 1992
James A. Way	Elder	December 28, 1992
Yadkinville		
Walter Reynolds	Elder	April 18, 1992
Yanceyville		
John W. Barts	Elder	June 21, 1992

MEMORIAL TO
REVEREND TROY Allen YOUNG, JR.

Troy Allen Young, Jr. was born in Durham, North Carolina, on May 27, 1924, to Troy Allen and Agner Jewell Brooks Young. He was a "Smith-Smith" man, a graduate of Johnson C. Smith University with a B.A. and Johnson C. Smith Seminary (then also in Charlotte) with a B.D. Troy was a smart man, and what is especially striking about his master's thesis, written in June of 1950, is an emphasis on what has become known as Black liberation theology. Most scholars acknowledge Dr. James H. Cone's Black Theology and Black Power, published in 1969, as the seminal work of that field. Yet, Troy A. Young, Jr.'s thesis, almost two decades earlier centered on the prophet Amos as he related to labor and race relations throughout the South and the United States in the immediate post World War Two era. Young pointed out that God still held a plumbline of judgment and justice for God's people throughout the twentieth century, racked with exploitation of workers in general and African Americans (then "Negroes") in particular.

Rev. Young was pastor at Beulah Presbyterian Church in North Wilkesboro from 1949 to 1957. From that fair city he also plucked a lovely and talented bride, Cordelia Vaughn Reynolds Young. They have two grown daughters (Cynthia Jenkins and Leah Young of San Antonio), two grown sons (Troy Allen Young, III of St. Louis and Jonathan Young of Macon), and five grandchildren (Troy A. Young, IV and Stephanie Young of Chicago, Joel Young of St. Louis, and Terrice Marion and Richard Marion of Macon).

He was the founding pastor of Dellabrook Church in Winston-Salem and served from 1957 to 1969. Thus, he served both Black congregations in the old Winston-Salem (later Concord, then Salem) Presbytery. He stood out, not only as the only African-American pastor in that presbytery, but by way of sterling character and striking carriage. Young was a large man with a deep bass voice, and when he spoke he had something to say. He was a founding member of Winston-Salem's first interracial human relations committee. Dellabrook's continuing emphasis of Christocentric, Biblocentric human rights grows largely out of his theological vision. Dellabrook named him pastor emeritus in 1986.

Rev. Young was Dean of Chapel at Stillman College in Tuscaloosa from 1969 to 1984, yet always maintained his membership in this presbytery. From his position at that Presbyterian institution of historically Black higher education in Alabama, he served the church at every governing body level.

Troy received numerous awards and honorary degrees for his exemplary work. He was honorably retired in 1985 due to medical reasons, having been seriously ill most of the 1980's. Back in Winston-Salem, he filled Dellabrook's pulpit admirably whenever called upon and able. When Dellabrook hosted Stillman's excellent choir in 1990, not a dry eye was left in the sanctuary when Professor Williams closed with "a song for Troy".

Regularly, the current pastor at Dellabrook would meet for lunch with Pastor Young either in his home or, when possible, would take him out. Always Young provided as much ministry and more wisdom than he received. Troy, at the evening of his days, would look forward to "going home" to see his deceased parents. He died quietly and peacefully at his home on Tuesday morning, May 26, 1992, the day before his sixty-eighth birthday. Dellabrook's pastor joins his widow, children, grandchildren, other family, two church families, an entire college community, and a host of friends throughout the nation in mourning his loss, celebrating his life and seeking to live out his legacy. In sure hope of Jesus' resurrection and, therefore, our own, this is lovingly submitted in Troy's living memory.

Submitted by the Rev. Carlton A. G. Eversley

STATE OF SALEM

by John M. Handley

February 6, 1993

Salem Presbytery is a lively place! There are about 60 folk just northwest of here in the Oak Ridge area pushing the Church Development Committee to hurry up and get the new church under way there. Two weeks ago over 200 attended the International Mission Conference at Starmount. Last month the Evangelism Committee proved me wrong. I have often said that ministers don't read their mail. Evangelism introduced "A Guide for Assessing Your Church's Evangelism Program"--an excellent resource. They did it by sending a tongue-in-cheek letter implying that the reason for evangelism is scalp-hunting for new dollars to balance the budget. The Evangelism Committee wanted to get your attention. THEY DID--don't miss the point by missing the congregational assessment tool!

A new hands-on mission project is perking for Mwandi Zambia. Charles and Marian Cameron just got back from a three month trip to Ghana to strengthen our witness there. There are talented, committed ministers and elders all over the area--challenging/inspiring their congregations to new faithfulness. MANY ARE MAKING A DIFFERENCE WITH A STRONG MISSION EMPHASIS. There are dozens of ministries of compassion and justice.

I would like to go on--there are many such stories to highlight. But not everything is sweetness and light! There are those who sincerely believe that Salem is too big--with too much staff at too much cost. Several of our churches are struggling with their anticipated income for 1993 and are considering benevolence cuts. Only a few churches are growing in numbers. Two are considering being dissolved. The familiar patterns of Presbyterian structure above the session are in the midst of significant and turbulent change. God is doing a new thing among us.

A CHANGE IN FAMILIAR WAYS: SOME ARE PESSIMISTIC. They see only DANGER and despair. OTHERS see an OPPORTUNITY for NEW FORMS OF FAITHFULNESS! A major study of Presbyterians was reported in the Survey May/June, 1992, in a series entitled, "The Presbyterian Presence" (Milton Coalter, John Mulder, Louis Weeks). The final volume centers on reform which is a familiar word for Presbyterians: "Reformed Always Reforming" is our slogan. The article states that REFORM BEGINS WITH REPENTANCE. REFORM MEANS openness to GROWTH/EVANGELISM; reemphasizing EDUCATION/NURTURE; recovery of THEOLOGICAL VISION; and recognizing the OPPORTUNITY of this new day. The Presbyterian Church (U.S.A.) IS changing. We will either standby or participate. It is an excellent article--well suited for discussion.

Salem is entering a vital time of reform as well. The Goals and Evaluation Committee is looking at Salem's effectiveness in carrying out its original vision of SHALOM. We're a lively group--are we faithful to God's vision? Central in that study is the staffing study called for in 1992. Expensive item--STAFF.

That question and others will focus on THE QUESTION: Is Salem playing a VITAL ROLE in developing the life and witness of 156 churches to the living presence of Jesus Christ? We're busy but are we doing things that matter? We're lively but are we strengthening the worship/fellowship/learning/witness of your church?

Grayson Tucker, a long time Presbyterian seminary professor once said: "WE NEED A TWO-ARMED CHURCH WITH STRONG HEART." The two arms are the mission of evangelism and the mission of social action focused outward to serve. The strong heart is mission of worship, preaching, nurture, and education focused inward to strengthen.

Presbyterians have had a vision of connectedness of the whole church at its best--our way has involved us in being ONE--connected as a church and connected with other churches as partners. At its best the Presbyterian Church (U.S.A.), our way of being church, has emphasized WHOLENESS: Evangelism AND Mission; Spiritual Life AND earth care across lines of division--ONE in Christ--able to disagree in love.

It's time to stop playing church. The world is too strong. Our witness is: JESUS IS LORD. Shalom means whole--as God intended. THAT'S US--SALEM!
Amen (let it be so)!

SALEM PRESBYTERY MINISTERS 01-26-1993

PAGE: 1

FIRST	MIDDLE	LASTNAME	STATUS
Wyatt		Aiken, Jr.	Active - Pastor Mebane - Mebane
Alonza	M.(Mickey)	Alexander	Retired
George	M. (Woody)	Alexander	Active - Pastor Centre - Mt. Mourne
Frank	J.	Allen	Active - Pastor Westminster - Burlington
James	H. (Jim)	Allen	Active - Ordained in Other Wk. UNC-G - Vice Chancellor
Tom	B.	Anderson	Retired - Interim First - Reidsville
Michael		Askew	Active - Pastor Reid Memorial
Lawrence	W. (Larry)	Avent	Retired - Parish Associate First - Greensboro
Lawrence	J. (Larry)	Ayers	Retired
Thomas	B. (Tom)	Bagnal, Jr.	Retired
Jim	Henry	Banbury	Retired - Interim Pastor Third Creek - Cleveland
Jonathan	C.	Barker	Active - Ordained in Other Wk. Presbyterian Counseling Cent.
Shawn	E.	Barkley	Active - Pastor Crestwood - High Point
John	W.	Bell	Inactive Jubilee Partners
Jesse	W. (Jess)	Bledsoe	Active - Pastor First - Pilot Mountain
Linda	L.	Blessing	Active - Co-Pastor Hills/Pine Ridge - Westfield
L. Adiel		Boyd	Active - Ordained in Other Wk. Univ. of South Florida
Ernest		Bradford	Retired
Edwin	C. (Ed)	Bremmer	Retired
Warren	C.	Brannon	Active - Pastor Shiloh - Burlington
John	C.	Brearley	Active - Pastor Elkin - Elkin
Jann		Briscoe	Active - Stated Supply Cleveland and Immanuel
Charles	L	Brown	Retired
William	(Bill)	Brown	Retired
Robert	A.	Bryant	Active - Pastor Cross Roads
Malcolm	M.	Bullock	Active - Associate First - Salisbury
David	H.	Burr	Retired
Robert	E. (Bob)	Button	Active - Temporary Supply Pine Hall & Sandy Ridge
George	S.	Calhoun, Sr.	Retired
Cecil	C.	Callis	Retired - Stated Supply Mount Vernon Springs
George	C.	Carpenter	Active - Ordained in Other Wk. Medical Benevolence Foundation
Charles	R.	Carter	Active - Pastor Forest Hills - High Point
William	H. (Bill)	Chappell	Retired - Stated Supply Griers and Pleasant Grove
Carole	F.	Chase	Active - Prof. of Religion Elon College

SALEM PRESBYTERY MINISTERS 01-26-1993

PAGE: 2

FIRST	MIDDLE	LASTNAME	STATUS
Robert	R.	Childs	Member-At-Large
M. Gray		Clark	Active - Pastor Fellowship - Greensboro
Robert	E. (Bob)	Cleveland	Active - Pastor Pittsboro - Pittsboro
Mary Boyd		Click	Active - Stated Supply El Bethel
S. Jay		Click	Active - Pastor First - Eden
Charles	W.	Clubb	Member-At-Large
Frederick	A. (Fred)	Coates	Active - Associate First - Mooresville
Frank	C.	Collier	Retired - Stated Supply Immanuel and Cleveland
Lewellyn	B. (L.B.)	Colquitt	Retired
Watt	M.	Cooper	Retired
Herbert	H.	Culler	Retired
Leighton		Culler	Active - Interim
Kermit	W.	Dancy	Active - Pastor Mt. Jefferson - W. Jefferson
T. David		Daniel	Active - Pastor Bixby
Frank	A.	Davison	Retired
Max	Eugene	Deal	Member-At-Large - Interim
Franklin	M. (Frank)	Dew	Active - Pastor / Associate New Creation Com. / Ch. of Cov
F. Marion		Dick	Retired
James	A.	Dickens	Active - Pastor Logan
C. Wayne		Dixon	Retired
Susan	Mary (F)	Dobyns	Active - Ordained in Other Wk. Baptist Hos. Pstrl. Care. Dep.
Barbara	E.	Dua	Active - Associate First - Greensboro
Carl	W.	Dumford	Active - Pastor Taylorsville - Taylorsville
Steven	W. (Steve)	Dyer	Active - Associate Graham - Graham
Christopher	F. (Chris)	East	Active - Pastor Buffalo - Greensboro
John	E.	Elleson	Active - Pastor Piedmont - Burlington
Stewart	E.	Ellis	Active -Pastor/Campus Minister Trinity - Winston-Salem
Robert	C. (Rob)	Evans, III	Active - Pastor N. Wilkesboro - N. Wilkesboro
Carlton	A. G.	Eversley	Active - Pastor Dellabrook - Winston-Salem
T. McLean		Few, Jr.	Active - Pastor Memorial - Greensboro
Norris	London	Fellows	Retired
Dusty	K.	Fiedler	Active - Co-Pastor Clemmons - Clemmons
Robert	A. (Bob)	Fiedler	Active - Co-Pastor Clemmons - Clemmons
Roscoe	B.	Fisher	Retired
Charles	G.	Fitzpatrick	Retired
Joseph	W. (Joe)	Fiore	Retired
Robert	L. (Bob)	Forbis	Retired

FIRST	MIDDLE	LASTNAME	STATUS
William	H. (Bill)	Foster	Retired - Stated Supply First - Whitewright
Milton	M. (Mac)	Foust	Retired - Stated Supply Randolph - High Point
James	T. (Jim)	Frazier	Active - Pastor Sparta - Sparta
Elijah		Freeman	Active - Pastor St. Paul - High Point
Larry	Wayne	Freeman	Active - Ordained in Other Wk. The Cup of Water - Statesville
Robert	O. (Bob)	Freeman	Retired
Samuel	R. (Sam)	Fudge	Retired
Harold	E.	Fuller	Active - Pastor Parkway - Winston-Salem
Joseph	M. (Joe)	Garrison	Retired - Parish Associate First - Greensboro
Philip	R.	Gehman	Active - Ordained in Other Wk. Columbia Seminary
Sherron	K.	George	Active - Missionary Presbyterian Church (U.S.A.)
Carter	B.	Gillespie	Active - Ordained in Other Wk. Counselor
Scott	C.	Girard	Member-At-Large
Robert	J.	Goforth	Active - Pastor Cooleemee - Cooleemee
James	H. (Jimmy)	Grant	Active - Pastor First - Lexington
Lucius	A.	Gray	Active - Pastor Alamance - Greensboro
Hewon	(Hap)	Han	Active - Associate Executive Salem Presbytery
John	M.	Handley	Active-Exec. Pres./Stated Clk. Salem Presbytery
Stimp	J.Stimpson	Hawkins	Retired Hospice - W-S
William	C. (Bill)	Hayes	Active - Pastor Smyrna & Wentworth
Dewitt	F.	Helm	Retired
Maggi	Lewis	Henderson	Active - Associate Highland - Winston-Salem
James	H.	Henderson	Active - Pastor Calvary - Statesville
David	L. (Dave)	Henry	Active - Pastor Vandalia - Greensboro
Robert	W. (Bob)	Herron	Active - Ordained in Other Wk. Presbyterian Counseling Center
Everett	A. (Gus)	Hewlett	Retired
Cynthia	R. (Cindy)	Higgins	Active - Associate Starmount - Greensboro
Ann		Hoch	Active - Ordained in Other Wk. Duke Divinity School
Z.	N.	Holler	Active - Pastor Ch. of the Covenant-Greensboro
Fredrick	R. (Fred)	Horner	Active - Associate First - Greensboro
Robert	M.	Howard	Active - Associate First - Statesville
Joanne	R.	Hull	Active - Associate Guilford Park - Greensboro

FIRST	MIDDLE	LASTNAME	STATUS
Stephen	A. (Steve)	Hundley	Active - Pastor Prospect - Mooresville
Guy	W.	Hunt	Active - Pastor Danbury Community Church
George		Hunter	Active - Pastor Trinity - Salisbury
Ann	B.	Jahnes	Active - Pastor Yadkinville - Yadkinville
Robert	(Bob)	Jeffords	Active - Pastor Covenant - Winston-Salem
John	S.	Johnson	Retired
William	S. (Bill)	Johnson	Active - Ordained in Other Wk. Duke Hospital - CPE
W. Stacy		Johnson, Jr.	Active - Ordained in Other Wk. Harvard University - student
Henry	J. (Hank)	Keating	Active - Associate First - Winston-Salem
Lewis	C. (Lew)	Kimel, Jr.	Active - Ordained in Other Wk. US Navy - Chaplain
Hardin	A.	King	Retired
Walter	W. (Walt)	King	Member-At-Large Mechanical Engineer
Benjamin	(Ben)	Kirkland	Member-At-Large
William	R. (Bill)	Knox	Retired
Phyllis	M.	Kort	Active - Associate First - Burlington
Morton	R.	Kurtz	Retired - Interim Greenwood - Reidsville
Julian		Lake	Retired
Thomas	K. (Tom)	Lane	Active - Campus Minister UNC-G
Donald	E. (Don)	Lannon	Active - Pastor Guilford Park - Greensboro
William	F.	Lawrence, Jr.	Active - Stated Supply Yadkin United - Mebane
James	E. (Jim)	Layman	Active - Pastor Starmount - Greensboro
Robert	E. (Bob)	Lee	Active - Pastor Faith - Greensboro
David	T. (Dave)	Lee-Andrews	Active - Pastor Concord - Concord
David	Eugene	Leininger	Active - Pastor St. Paul - Greensboro
Robert	M.	Lewis	Active - Pastor First - Salisbury
S. (Ed)	Edwin	Lewis	Active - Pastor First - Mooresville
Paul		Lindsay	Active - Ordained in Other Wk. UNC-G - Professor
Z. (Brad)	Bradford	Long	Active - Ordained in Other Wk. Pres. & Reformed Renewal Min.
William	F. (Bill)	Long	Retired
Ivan	W.	Lowery	Active - Pastor Mt. Vernon & Second-Mocksville
John	W.	Luke	Retired
Wilkes		Macaulay	Retired
J. Roger		Marrow	Active - Chaplain V. A. Hospital

SALEM PRESBYTERY MINISTERS 01-26-1993

FIRST	MIDDLE	LASTNAME	STATUS
Steve	A.	Martin	Active - Ordained in Other Wk. counseling
Robert	M. (Bob)	Matthews	Active - Pastor Fieldstone - Mooresville
James	M. (Jim)	Mauldin	Active - Co-Pastor Hills/Pine Ridge - Westfield
John	R. (Jack)	Mc Alpine, III	Retired
Steve		McCutchan	Active - Pastor Highland - Winston-Salem
James	M. (Mac)	McDaniel	Retired
Sam	E.	McGregor, Jr.	Active - Pastor Siler City Presbyterian Church
Charles		McKee	Retired - Stated Supply Whispering Pines - Asheboro
Lacy	V. (Mac)	McPherson	Retired
Allen	C. (Al)	McSween	Retired
William	S. (Bill)	Metzel	Active - Pastor Cullinstown & Francisco
Judson	James(Jud)	Milam	Active - Pastor St. Andrews - Winston-Salem
John	L.	Milholland	Active - Pastor Fifth Creek & Old Providence
James	F. (Jim)	Miller	Active - Pastor Church of the Cross - G-boro
E. (Tom)	Thomas	Miller	Active - Pastor Forest Park - Statesville
Don		Mimbs	Retired - Stated Supply Clio & New Salem - Statesville
Kay	M.	Misenheimer	Retired
James	A. (Jim)	Mitcham, Jr.	Retired - Stated Supply Shady Side - Lexington
H. Reid		Montgomery	Member-At-Large works in Charlotte
Molly	Dotson	Morgan	Active - Interim Madison - Madison
Allen	E. (Al)	Morrison	Active - Pastor Asbury
William	H. (Bill)	Morrison	Active - Pastor Spencer - Spencer
Stephen	Andrew	Moss	Active - Pastor Thyatira - Salisbury
Lisa		Mullen	Active - Associate First - High Point
Joseph	(Joe)	Mullin	Retired
George	H.	Murray, IV	Active - Pastor First - Kernersville
Herbert	J. (Herb)	Nelson	Active - Pastor St. James - Greensboro
Frances	(Fran)	Olson	Member-At-Large
Connell		Osborne	Active - Chaplain US Air Force
Richard		Osmer	Active - Faculty Princeton Seminary
Darrell	A. (Ted)	Parker	Retired
J. Kent		Parker, Jr.	Retired
David	C.	Partington	Active - Pastor Shallowford - Winston-Salem
Frank	L.	Partridge	Active - Minister of Music Trinity - Winston-Salem

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SALEM PRESBYTERY MINISTERS 01-26-1993

FIRST	MIDDLE	LASTNAME	STATUS
S. Curtis		Patterson	Active - Pastor First - Thomasville
O. (Bill)	William	Perrell	Retired
Jamie	B.	Pharr	Active - Stated Supply Bethany - Statesville
Steve	M.	Pharr	Member-At-Large - lawyer Petree, Stockton & Robinson
Joseph	L. (Joe)	Pickard	Active -Asso.Executive-Finance Synod of Mid-Atlantic
Andral	B. (A. B.)	Plexico	Active - Pastor Hawfields - Mebane
George	A.	Ploger	Retired
Phillip	J.	Pogue	Active - Pastor Glendale Springs & Laurel Fork
W. Clark		Porter	Retired
Michael		Poulos	Active - Associate First - Greensboro
Donald	G. (Don)	Price	Retired - Interim First - Boone
James	L. (Jim)	Price, Jr.	Retired
John	A. (Jack)	Redhead	Retired
Catherine	J. (Katy)	Reed	Active - Hunger Action Enabler Salem Presbytery
Merle	P.	Reed	Active - Stated Supply Yanceyville - Yanceyville
Gerald	N.	Reiff	Retired
William	C. (Bill)	Rhodes	Retired
Leland	A.	Richardson	Active - Pastor First - Mocksville
Raymond	Walker	Riddleberger	Active - Pastor Old Town - Winston-Salem
Paul	N.	Ridolfi	Active - Pastor First - Mt. Airy
James	M. (Jim)	Rissmiller	Active - Pastor COMMUNITY IN CHRIST - G-boro
Russel	H. (Russ)	Ritchel, Jr.	Active - Pastor First - Winston-Salem
Jeannette	G. (Jean)	Rodenbough	Active - Chaplain Hospice - Greensboro
Paul	S.	Ryoo	Active - Pastor First - Korean - Greensboro
Dennis		Sebesan	Active - Pastor Jamestown - Jamestown
Grant	M.	Sharp	Active - Pastor First - Statesville
Carter	Anne (F)	Shelley	Member-At-Large Stated Supply Shiloh - Statesville
Page	R.	Shelton	Active Hospice - Yadkin County
Lester	E.	Sheppard	Retired
Jerold	D. (Jerry)	Shetler	Active - Pastor First - Greensboro
James	T. (Jim)	Shields	Member-At-Large Center for Creative Leadership
Ethel	C.	Simonetti	Active - Pastor Dogwood Acres - Asheboro
Jeffrey	Dee (Jeff)	Smith	Active - Interim
Jerry	M.	Smith	Member-At-Large Petree, Stockton & Robinson

SALEM PRESBYTERY MINISTERS 01-26-1993 PAGE: 7

FIRST	MIDDLE	LASTNAME	STATUS
Ronald	A. (Ron)	Smith	Active - Pastor Fairmont - Lexington
William	R.	Smith, III	Retired
Stevan	A. (Steve)	Snipes	Active - Stated Supply Oakland - Statesville
Billy	F.	Sosebee	Active - Pastor Second - Lexington
Thompson	B. (Tom)	Southall	Retired
Laura	Michael	Spangler	Member-At-Large
Joe		Spears	Active - Pastor Mt. Tabor - Cleveland
Rollin	M. (Chip)	Steele	Active - Pastor Springwood - Whitsett
Samuel	(Sam)	Stevenson	Active - Pastor Grace - Winston-Salem
Patricia	F. (Pat)	Stewart	Member-At-Large - Associate First Christian
Jamie	D.	Stimson	Retired
Larry	E.	Summey	Active - Pastor Franklin - Salisbury
John	B.	Talmage	Active - Ordained in Other Wk. Therapist
Harry	S.	Thomas	Member-At-Large
Glenn	C.	Thomason	Active - Counselor
Robert	R.	Tolar, Jr.	Active - Associate First - Asheboro
John	G.	Truitt	Member-At-Large
Robert	L.	Turner	Retired - Stated Supply Joyce - Stoneville
William	D. (Bill)	Varker	Retired
Stan	Milton	Voth	Retired
Harold	F.	Waldruff	Retired
Rockwell	P. (Rocky)	Ward	Active - Campus Minister ASU
W. (Russ)	Russell	Ward, Jr.	Active - Pastor First - Asheboro
Michael	Arthur (F)	Warren	Active - Associate Executive Salem Presbytery
Roy	E.	Watts	Retired
Worth	N.	Watts	Active - Pastor Glenwood - Greensboro
William	C. (Bill)	Weckerly	Active - Pastor Graham - Grahsm
Kellie	E.	Weekley	Active - Pastor / Associate Lansing / Mt. Jefferson
Robert	S. (Bob)	Wells	Retired
John	C.	Whitley	Retired
Norman	M.	Whitney	Active - Pastor Bethany - Graham
Frank	C.	Wilkinson	Retired
Benjamin	F. (Ben)	Williams	Active - Ordained In Other Wk. Mental Health Center
Charles	(Charlie)	Williams	Active - Pastor First - Burlington
J. Gordon		Williams	Member-At-Large/Lab.Out.Bounds Foothills Presbytery
James	K. (Jim)	Wilson	Active - Pastor Sedgefield - Greensboro
John	A.	Womeldorf	Retired

SALEM PRESBYTERY MINISTERS 01-26-1993 PAGE: 8

FIRST	MIDDLE	LASTNAME	STATUS
Paul	D.	Woodall, Jr.	Active - Pastor Bethel - McLeansville
R. Scott		Woodmansee	Active - Pastor First - High Point
William	J. (Bill)	Wrenn, Jr.	Active - Pastor Brentwood - High Point
Richard	S. (Rick)	Wurst	Active - Pastor Stony Creek - Burlington
Robert	L. (Bob)	Yoder	Active - Pastor Bethesda - Statesville
Christopher	E. (Chris)	Zorn	Active - Pastor John Calvin - Salisbury

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CHANGES IN TERMS OF CALL         DATE: 01-28-1993     PAGE:                1
NAME:                            CHURCH:              LOCATION:
George      Alaxander, Jr.       Centre               Mt. Mourna
----------------------------------------------------------------------------
   21414.00    Salary                     10563.00 Pension/Medical
    3282.00    Social Security              800.00 Continuing Ed.
               Housing All.                2500.00 Auto. Expensa
               Fur. & Util. Allow.         3409.00 Dental & Utilities
MANSE          (3500)      Tax Des.        4 weeks Vacation
     824.00    Lifa Insurance              2 weeks Study Leave
       0.00    Utilitias Provided
   25520.00    Total Compensation         42792.00 Total Cost To Church
----------------------------------------------------------------------------

NAME:                            CHURCH:              LOCATION:
Michael     Askaw                Reid Memorial        Mooresville
----------------------------------------------------------------------------
   17000.00    Salary                      6871.42 Pension/Medical
    1691.00    Social Sacurity              550.00 Continuing Ed.
    5449.79    Housing All.                2800.00 Auto. Expense
       0.00    Fur. & Util. Allow.          175.00 Books
               349.79      Tax Des.        4 weeks Vacation
     400.00    Years of Experience         2 weeks Study Leave
       0.00
   24540.79    Total Compensation         34937.21 Total Cost To Church
----------------------------------------------------------------------------

NAME:                            CHURCH:              LOCATION:
Jesse       Bledsoe              First                Pilot Mountain
----------------------------------------------------------------------------
   22454.00    Salary                      7717.00 Pension/Medical
    2108.00    Social Sacurity              730.00 Continuing Ed.
               Housing All.                2230.00 Auto. Expense
    3000.00    Fur. & Util. Allow.
MANSE                      Tax Des.        4 weaks Vacation
                                           2 weeks Study Leava
   27562.00    Total Compansation         38279.00 Total Cost To Church
----------------------------------------------------------------------------

NAME:                            CHURCH:              LOCATION:
Warren      Brannon              Shiloh               Burlington
----------------------------------------------------------------------------
   14140.00    Salary                      7918.40 Pension/Medical
    2163.42    Social Sacurity                0.00 Continuing Ed.
   14140.00    Housing All.                3605.00 Auto. Expense
       0.00    Fur. & Util. Allow.
                           Tax Des.        4 weaks Vacation
       0.00                                2 weeks Study Leave
       0.00
   30443.42    Total Compensation         41966.82 Total Cost To Church
----------------------------------------------------------------------------

NAME:                            CHURCH:              LOCATION:
Robert      Bryant               Cross Roads          Mebane
----------------------------------------------------------------------------
   15000.00    Salary                      7450.00 Pension/Medical
    2000.00    Social Security             1800.00 Continuing Ed.
               Housing All.                1600.00 Auto. Expense
    5200.00    Fur. & Util. Allow.
MANSE          (2000)      Tax Des.        4 weeks Vacation
                                           2 weeks Study Leave
   22200.00    Total Compensation         33050.00 Total Cost To Church
----------------------------------------------------------------------------
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CHANGES IN TERMS OF CALL         DATE: 01-28-1993     PAGE:                2
NAME:                            CHURCH:              LOCATION:
Charles     Carter               Forest Hills         High Point
----------------------------------------------------------------------------
   37065.00    Salary                     18010.00 Pension/Medical
    8813.00    Social Security              300.00 Continuing Ed.
               Housing All.                3300.00 Auto. Expense
               Fur. & Util. Allow.
MANSE          (10,000)    Tax Des.        4 weeks Vacation
                                           2 weeks Study Leave
   45878.00    Total Compensation         67488.00 Total Cost To Church
----------------------------------------------------------------------------

NAME:                            CHURCH:              LOCATION:
Kermit      Dancy                Mount Jefferson      West Jefferson
----------------------------------------------------------------------------
   19223.00    Salary                      7680.00 Pension/Medical
    1627.00    Social Security              750.00 Continuing Ed.
    6750.00    Housing All.                2250.00 Auto. Expense
               Fur. & Util. Allow.
               (2400)      Tax Des.        4 weeks Vacation
                                           2 weeks Study Leave
   27600.00    Total Compensation         38280.00 Total Cost To Church
----------------------------------------------------------------------------

NAME:                            CHURCH:              LOCATION:
Carl        Dumford              Taylorsville         Taylorsville
----------------------------------------------------------------------------
   25350.00    Salary                      9478.00 Pension/Medical
    2028.00    Social Security                     Continuing Ed.
               Housing All.                4000.00 Auto. Expense
    4500.00    Fur. & Util. Allow.
MANSE                      Tax Des.        4 weeks Vacation
                                           2 weeks Study Leave
   31878.00    Total Compensation         45356.00 Total Cost To Church
----------------------------------------------------------------------------

NAME:                            CHURCH:              LOCATION:
Stewart     Ellis                Trinity - 3/4 time   Winston-Salem
----------------------------------------------------------------------------
   20900.00    Salary                      9284.00 Pension/Medical
    2058.00    Social Security              700.00 Continuing Ed.
               Housing All.                3000.00 Auto. Expense
               Fur. & Util. Allow.
MANSE          (4200)      Tax Des.        4 weeks Vacation
                                           2 weeks Study Leave
   22958.00    Total Compensation         35942.00 Total Cost To Church
----------------------------------------------------------------------------

NAME:                            CHURCH:              LOCATION:
McLean      Faw                  Memorial             Greensboro
----------------------------------------------------------------------------
   19512.00    Salary                      8052.00 Pension/Medical
    2044.00    Social Security              550.00 Continuing Ed.
               Housing All.                2800.00 Auto. Expense
               Fur. & Util. Allow.
MANSE/Util.    (2000)      Tax Des.        4 weeks Vacation
    2000.00    2nd Service Comp.           2 weeks Study Leave
   23556.00    Total Compensation         34958.00 Total Cost To Church
----------------------------------------------------------------------------
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CHANGES IN TERMS OF CALL            DATE: 01-28-1993     PAGE:                3
NAME:                               CHURCH:              LOCATION:
Dusty          Fiedler              Clemmons - 2/3 time  Clemmons
-----------------------------------------------------------------------------
    13000.00   Salary                        6248.44 Pension/Medical
     1585.85   Social Security               1500.00 Continuing Ed.
     7730.00   Housing All.                  1000.00 Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.           4 weeks Vacation
                                             2 weeks Study Leave
    22315.85   Total Compensation           31064.29 Total Cost To Church
-----------------------------------------------------------------------------

NAME:                               CHURCH:              LOCATION:
Robert         Fiedler              Clemmons - 2/3 time  Clemmons
-----------------------------------------------------------------------------
    13000.00   Salary                        6248.44 Pension/Medical
     1585.85   Social Security               1500.00 Continuing Ed.
     7730.00   Housing All.                  1000.00 Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.           4 weeks Vacation
                                             2 weeks Study Leave
    22315.85   Total Compensation           31064.29 Total Cost To Church
-----------------------------------------------------------------------------

NAME:                               CHURCH:              LOCATION:
Robert         Goforth              Cooleemee            Cooleemee
-----------------------------------------------------------------------------
    17900.00   Salary                        7014.00 Pension/Medical
     1780.00   Social Security                550.00 Continuing Ed.
               Housing All.                  2800.00 Auto. Expense
     2000.00   Fur. & Util. Allow.
MANSE                     Tax Des.           4 weeks Vacation
                                             2 weeks Study Leave
    21680.00   Total Compensation           32044.00 Total Cost To Church
-----------------------------------------------------------------------------

NAME:                               CHURCH:              LOCATION:
James          Grant, Jr.           First                Lexington
-----------------------------------------------------------------------------
    31800.00   Salary                       12960.00 Pension/Medical
               Social Security                800.00 Continuing Ed.
    16200.00   Housing All.                  2800.00 Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.           4 weeks Vacation
                                             2 weeks Study Leave
    48000.00   Total Compensation           64380.00 Total Cost To Church
-----------------------------------------------------------------------------

NAME:                               CHURCH:              LOCATION:
Lucius         Gray                 Alamance             Greensboro
-----------------------------------------------------------------------------
    35064.00   Salary                       14833.00 Pension/Medical
     3686.00   Social Security               1150.00 Continuing Ed.
               Housing All.                  2000.00 Auto. Expense
               Fur. & Util. Allow.
MANSE          (1500.00)  Tax Des.           4 weeks Vacation
     2000.00   Equity Allowance              2 weeks Study Leave
    40750.00   Total Compensation           58733.00 Total Cost To Church
-----------------------------------------------------------------------------
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CHANGES IN TERMS OF CALL            DATE: 01-28-1993     PAGE:                4
NAME:                               CHURCH:              LOCATION:
William        Hayes                Wentworth - yoked    Wentworth
-----------------------------------------------------------------------------
    12660.00   Salary                        4960.77 Pension/Medical
     1259.04   Social Security                250.00 Continuing Ed.
               Housing All.                  1800.00 Auto. Expense
               Fur. & Util. Allow.
MANSE                     Tax Des.           4 weeks Vacation
                                             2 weeks Study Leave
    13919.04   Total Compensation           20929.81 Total Cost To Church
-----------------------------------------------------------------------------

NAME:                               CHURCH:              LOCATION:
William        Hayes                Smyrna - yoked       Reidsville
-----------------------------------------------------------------------------
     9000.00   Salary                        3526.60 Pension/Medical
      895.05   Social Security                250.00 Continuing Ed.
               Housing All.                  2900.00 Auto. Expense
               Fur. & Util. Allow.
MANSE                     Tax Des.           4 weeks Vacation
                                             2 weeks Study Leave
     9895.05   Total Compensation           16571.65 Total Cost To Church
-----------------------------------------------------------------------------

NAME:                               CHURCH:              LOCATION:
David          Henry                Vandalia             Greensboro
-----------------------------------------------------------------------------
    22600.00   Salary                       10536.00 Pension/Medical
               Social Security               1400.00 Continuing Ed.
    12200.00   Housing All.                  2800.00 Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.           4 weeks Vacation
                                             2 weeks Study Leave
    34800.00   Total Compensation           49536.00 Total Cost To Church
-----------------------------------------------------------------------------

NAME:                               CHURCH:              LOCATION:
Stephen        Hundley              Prospect             Mooresville
-----------------------------------------------------------------------------
    26223.00   Salary                       10494.00 Pension/Medical
     2608.00   Social Security                750.00 Continuing Ed.
               Housing All.                  2800.00 Auto. Expense
               Fur. & Util. Allow.
MANSE                     Tax Des.           4 weeks Vacation
                                             2 weeks Study Leave
    28831.00   Total Compensation           42875.00 Total Cost To Church
-----------------------------------------------------------------------------

NAME:                               CHURCH:              LOCATION:
Ann            Jahnes               Yadkinville- 62.5 %  Yadkinville
-----------------------------------------------------------------------------
    10625.00   Salary                        4412.00 Pension/Medical
     1057.00   Social Security                550.00 Continuing Ed.
     3187.00   Housing All.                  1980.00 Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.           4 Weeks Vacation
                                             2 Weeks Study Leave
    14869.00   Total Compensation           21811.00 Total Cost To Church
-----------------------------------------------------------------------------
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CHANGES IN TERMS OF CALL           DATE: 01-28-1993    PAGE:          5
NAME:                              CHURCH:             LOCATION:
Robert        Jeffords, Jr.        Covenant            Winston-Salem
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    17000.00   Salary                       7437.00 Pension/Medical
     1893.00   Social Security              1202.00 Continuing Ed.
     7739.00   Housing All.                 3080.00 Auto. Expense
               Fur. & Util. Allow.           873.00 Dental & Sup Lif Ins
                         Tax Des.           4 weeks Vacation
                                            2 weeks Study Leave
    26632.00   Total Compensation          39044.00 Total Cost To Church
---------------------------------------------------------------------

NAME:                              CHURCH:             LOCATION:
Phyllis       Kort                 First               Burlington
---------------------------------------------------------------------
    19589.00   Salary                       9840.00 Pension/Medical
     2498.00   Social Security               500.00 Continuing Ed.
    13058.00   Housing All.                 2400.00 Auto. Expense
               Fur. & Util. Allow.
                         Tax Des.           4 weeks Vacation
                                            2 weeks Study Leave
    35145.00   Total Compensation          47883.00 Total Cost To Church
---------------------------------------------------------------------

NAME:                              CHURCH:             LOCATION:
David         Leininger            St. Paul            Greensboro
---------------------------------------------------------------------
    21200.00   Salary                      11213.00 Pension/Medical
     2846.00   Social Security               500.00 Continuing Ed.
    16000.00   Housing All.                 3000.00 Auto. Expense
               Fur. & Util. Allow.          2282.00 Professional Expense
                         Tax Des.           4 Weeks Vacation
                                            2 Weeks Study Leave
    40046.00   Total Compensation          57041.00 Total Cost To Church
---------------------------------------------------------------------

NAME:                              CHURCH:             LOCATION:
Stephen       McCutchen            Highland            Winston-Salem
---------------------------------------------------------------------
    39405.00   Salary                      18166.00 Pension/Medical
               Social Security              1350.00 Continuing Ed.
    12932.00   Housing All.                 2000.00 Auto. Expense
               Fur. & Util. Allow.          7000.00 Med. Ins./Annuity
                         Tax Des.           4 weeks Vacation
                                            2 weeks Study Leave
    52337.00   Total Compensation          78853.00 Total Cost To Church
---------------------------------------------------------------------

NAME:                              CHURCH:             LOCATION:
Sam           McGregor. Jr.        Siler City          Siler City
---------------------------------------------------------------------
    17000.00   Salary                       6661.00 Pension/Medical
     1691.00   Social Security               550.00 Continuing Ed.
               Housing All.                 2800.00 Auto. Expense
               Fur. & Util. Allow.
MANSE          Provided  Tax Des.           4 weeks Vacation
                                            2 weeks Study Leave
    18691.00   Total Compensation          28702.00 Total Cost To Church
---------------------------------------------------------------------
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CHANGES IN TERMS OF CALL           DATE: 01-28-1993    PAGE:          6
NAME:                              CHURCH:             LOCATION:
William       Metzel               Collinstown/Francisc Westfield
---------------------------------------------------------------------
    18000.00   Salary                       7053.23 Pension/Medical
     1790.00   Social Security               550.00 Continuing Ed.
               Housing All.                 2800.00 Auto. Expense
               Fur. & Util. Allow.
MANSE          2700      Tax Des.           4 weeks Vacation
                                            2 weeks Study Leave
    19790.00   Total Compensation          30193.23 Total Cost To Church
---------------------------------------------------------------------

NAME:                              CHURCH:             LOCATION:
Judson        Milam                St. Andrews         Winston-Salem
---------------------------------------------------------------------
    22188.00   Salary                      11030.00 Pension/Medical
     6027.00   Social Security              1071.00 Continuing Ed.
    11179.00   Housing All.                 5155.00 Auto. Expense
               Fur. & Util. Allow.
                         Tax Des.           4 weeks Vacation
                                            2 weeks Study Leave
    39394.00   Total Compensation          56850.00 Total Cost To Church
---------------------------------------------------------------------

NAME:                              CHURCH:             LOCATION:
James         Miller               Church of the Cross Greensboro
---------------------------------------------------------------------
    15850.00   Salary                       9404.34 Pension/Medical
     1700.00   Social Security               200.00 Continuing Ed.
     6900.00   Housing All.                 3365.00 Auto. Expense
               Fur. & Util. Allow.
               (3,000)   Tax Des.           4 weeks Vacation
                                            2 weeks Study Leave
    24450.00   Total Compensation          37419.34 Total Cost To Church
---------------------------------------------------------------------

NAME:                              CHURCH:             LOCATION:
Allen         Morrison             Asbury              Mt. Airy
---------------------------------------------------------------------
    18000.00   Salary                       7053.00 Pension/Medical
     1790.00   Social Security               550.00 Continuing Ed.
               Housing All.                 2730.00 Auto. Expense
     2200.00   Fur. & Util. Allow.
MANSE          (2200)    Tax Des.           4 weeks Vacation
                                            2 weeks Study Leave
    21990.00   Total Compensation          32343.00 Total Cost To Church
---------------------------------------------------------------------

NAME:                              CHURCH:             LOCATION:
George        Murray, IV           First               Kernersville
---------------------------------------------------------------------
    17500.00   Salary                       6857.00 Pension/Medical
     1740.00   Social Security               550.00 Continuing Ed.
     5250.00   Housing All.                 2750.00 Auto. Expense
               Fur. & Util. Allow.
                         Tax Des.           4 weeks Vacation
                                            2 weeks Study Leave
    24490.00   Total Compensation          34647.00 Total Cost To Church
---------------------------------------------------------------------
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CHANGES IN TERMS OF CALL        DATE: 01-28-1993   PAGE:          7
NAME:                           CHURCH:            LOCATION:
Leland         Richardson       First              Mocksville
---------------------------------------------------------------------
   23400.00   Salary                   12737.00 Pension/Medical
    3461.00   Social Security            500.00 Continuing Ed.
   17402.00   Housing All.              2816.00 Auto. Expense
              Fur. & Util. Allow.
                        Tax Des.       4 weeks Vacation
    1227.00   Education Allowance      2 weeks Study Leave
   45490.00   Total Compensation       61543.00 Total Cost To Church
---------------------------------------------------------------------

NAME:                           CHURCH:            LOCATION:
Raymond        Riddleberger     Old Town           Winston-Salem
---------------------------------------------------------------------
   19000.00   Salary                    7953.00 Pension/Medical
    1454.00   Social Security            550.00 Continuing Ed.
              Housing All.              2250.00 Auto. Expense
    2250.00   Fur. & Util. Allow.
MANSE                   Tax Des.       4 WEEKS Vacation
                                       2 WEEKS Study Leave
   22704.00   Total Compensation       33457.00 Total Cost To Church
---------------------------------------------------------------------

NAME:                           CHURCH:            LOCATION:
James          Rissmiller       Community In Christ  Greensboro
---------------------------------------------------------------------
   27200.00   Salary                   12320.00 Pension/Medical
              Social Security            800.00 Continuing Ed.
   16800.00   Housing All.              2000.00 Auto. Expense
              Fur. & Util. Allow.               One weekend vacation
                        Tax Des.       4 weeks Vacation
              Housing In Salary        2 weeks Study Leave
   44000.00   Total Compensation       59120.00 Total Cost To Church
---------------------------------------------------------------------

NAME:                           CHURCH:            LOCATION:
Paul           Ryoo             Korean First       Greensboro
---------------------------------------------------------------------
   18400.00   Salary                    8300.00 Pension/Medical
              Social Security           1500.00 Continuing Ed.
    9200.00   Housing All.              5100.00 Auto. Expense
              Fur. & Util. Allow.
                        Tax Des.       4 weeks Vacation
                                       2 weeks Study Leave
   27600.00   Total Compensation       42500.00 Total Cost To Church
---------------------------------------------------------------------

NAME:                           CHURCH:            LOCATION:
Ethel          Simonetti        Dogwood Acres - 73%  Asheboro
---------------------------------------------------------------------
   12900.00   Salary                    5890.58 Pension/Medical
    1282.91   Social Security            412.50 Continuing Ed.
              Housing All.              1800.00 Auto. Expense
    2000.00   Fur. & Util. Allow.
MANSE         (2000)    Tax Des.       4 weeks Vacation
                                       2 weeks Study Leave
   18182.91   Total Compensation       24285.99 Total Cost To Church
---------------------------------------------------------------------

CHANGES IN TERMS OF CALL        DATE: 01-28-1993   PAGE:          8
NAME:                           CHURCH:            LOCATION:
Billy          Sosebee          Second             Lexington
---------------------------------------------------------------------
   23340.00   Salary                    9218.00 Pension/Medical
    2340.00   Social Security            550.00 Continuing Ed.
    7242.00   Housing All.              3240.00 Auto. Expense
              Fur. & Util. Allow.
              (4000.00)  Tax Des.      4 weeks Vacation
                                       2 weeks Study Leave
   32922.00   Total Compensation       45930.00 Total Cost To Church
---------------------------------------------------------------------

NAME:                           CHURCH:            LOCATION:
Joe            Spears           Mount Tabor        Cleveland
---------------------------------------------------------------------
   17000.00   Salary                    6993.00 Pension/Medical
    1774.00   Social Security                   Continuing Ed.
    6200.00   Housing All.                      Auto. Expense
              Fur. & Util. Allow.
              (3600)     Tax Des.      4 weeks Vacation
                                       2 weeks Study Leave
   24974.00   Total Compensation       31967.00 Total Cost To Church
---------------------------------------------------------------------

NAME:                           CHURCH:            LOCATION:
Minimum        STANDARD         Salem              Presbytery
---------------------------------------------------------------------
   17000.00   Salary                    6861.00 Pension/Medical
    1891.00   Social Security            530.00 Continuing Ed.
    5100.00   Housing All.              2800.00 Auto. Expense
              Fur. & Util. Allow.
                        Tax Des.       4 weeks Vacation
                                       2 weeks Study Leave
   23791.00   Total Compensation       33802.00 Total Cost To Church
---------------------------------------------------------------------

NAME:                           CHURCH:            LOCATION:
Larry          Summey           Franklin           Salisbury
---------------------------------------------------------------------
   15884.00   Salary                    7496.00 Pension/Medical
    2049.00   Social Security            750.00 Continuing Ed.
   11096.00   Housing All.              2750.00 Auto. Expense
              Fur. & Util. Allow.
                        Tax Des.       4 weeks Vacation
                                       2 weeks Study Leave
   28829.00   Total Compensation       39827.00 Total Cost To Church
---------------------------------------------------------------------

NAME:                           CHURCH:            LOCATION:
Russell        Ward, Jr.        First              Asheboro
---------------------------------------------------------------------
   28080.00   Salary                   12536.00 Pension/Medical
    3398.00   Social Security            500.00 Continuing Ed.
   13291.00   Housing All.              2800.00 Auto. Expense
              Fur. & Util. Allow.        500.00 Books
                        Tax Des.       4 weeks Vacation
                                       2 weeks Study Leave
   44769.00   Total Compensation       61105.00 Total Cost To Church
---------------------------------------------------------------------
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CHANGES IN TERMS OF CALL              DATE: 01-28-1993        PAGE:                9
NAME:                                 CHURCH:                 LOCATION:
Worth          Watts                  Glenwood                Greensboro
--------------------------------------------------------------------------------
    20000.00   Salary                          7590.00 Pension/Medical
     2180.00   Social Security                  500.00 Continuing Ed.
     6000.00   Housing All.                    3800.00 Auto. Expense
     2500.00   Fur. & Util. Allow.              400.00 Life Insurance
                          Tax Des.             4 weeks Vacation
                                               2 weeks Study Leave
    30680.00   Total Compensation             42970.00 Total Cost To Church
--------------------------------------------------------------------------------

NAME:                                 CHURCH:                 LOCATION:
William        Weckerly               Graham                  Graham
--------------------------------------------------------------------------------
    20714.00   Salary                         10604.72 Pension/Medical
    17160.00   Social Security                  500.00 Continuing Ed.
               Housing All.                    3840.00 Auto. Expense
               Fur. & Util. Allow.              300.00 Book Allowance
                          Tax Des.             4 weeks Vacation
                                               2 weeks Study Leave
    37874.00   Total Compensation             53118.72 Total Cost To Church
--------------------------------------------------------------------------------

NAME:                                 CHURCH:                 LOCATION:
Norman         Whitney                Bethany                 Graham
--------------------------------------------------------------------------------
    24375.00   Salary                         11728.00 Pension/Medical
               Social Security                  850.00 Continuing Ed.
               Housing All.                    4000.00 Auto. Expense
               Fur. & Util. Allow.
MANSE          (3000)     Tax Des.             4 weeks Vacation
                                               2 weeks Study Leave
    24375.00   Total Compensation             40953.00 Total Cost To Church
--------------------------------------------------------------------------------

NAME:                                 CHURCH:                 LOCATION:
Charles        Williams               First                   Burlington
--------------------------------------------------------------------------------
    31589.00   Salary                         15889.00 Pension/Medical
     4028.00   Social Security                 1300.00 Continuing Ed.
    21060.00   Housing All.                    4982.00 Auto. Expense
               Fur. & Util. Allow.              173.00 Other Insurance
                          Tax Des.             4 weeks Vacation
                                               2 weeks Study Leave
    56677.00   Total Compensation             79203.00 Total Cost To Church
--------------------------------------------------------------------------------

NAME:                                 CHURCH:                 LOCATION:
William        Wrenn, Jr.             Brentwood               High Point
--------------------------------------------------------------------------------
    20120.00   Salary                          7020.00 Pension/Medical
               Social Security                         Continuing Ed.
     6000.00   Housing All.                    3400.00 Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.             4 weeks Vacation
                                               2 weeks Study Leave
    28120.00   Total Compensation             36540.00 Total Cost To Church
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CHANGES IN TERMS OF CALL              DATE: 01-28-1993        PAGE:               10
NAME:                                 CHURCH:                 LOCATION:
Chris          Zorn                   John Calvin             Salisbury
--------------------------------------------------------------------------------
    19140.00   Salary                          8719.00 Pension/Medical
     2580.00   Social Security                 1000.00 Continuing Ed.
    12000.00   Housing All.                    1800.00 Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.             4 weeks Vacation
                                               2 weeks Study Leave
    33720.00   Total Compensation             43239.00 Total Cost To Church
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A COVENANT AGREEMENT
BETWEEN
SALEM AND LEES-MCRAE COLLEGE

I. PURPOSE OF THE COVENANT

The purpose of the covenant is to define the nature and scope of the relationship between Lees-McRae College and Salem Presbytery. The term "covenant" is used to indicate that the College and the Presbytery are related to each other in a unique way and as a way of expressing the seriousness of the mutual commitments.

II. HISTORY OF THE RELATIONSHIP

Lees-McRae is a product of the ministry of the Reverend Edgar Tufts who, upon graduation from Union Seminary in 1897, was sent to the remote village of Banner Elk as a missionary of Concord Presbytery. Recognizing the inadequacy of educational opportunities, the Reverend Tufts soon began teaching children in his home. In 1900, with financial support from the Banner Elk Presbyterian Church and friends, he opened a boarding school for elementary-age girls, composed of 12 pupils and 1 teacher. The school was first called Elizabeth McRae Institute in honor of Mrs. Elizabeth McRae, a presbyterian Home Mission worker who emphasized the importance of educating females. The name was later changed to Lees-McRae Institute in honor of Mrs. S. P. Lees of Kentucky and New York, a supporter of educational ministries in Appalachia and a benefactor of the school in Banner Elk.

A companion school for boys was opened in Plumtree in 1905 called the Lees-McRae Boys School. Later, the name was changed to Plumtree School for Boys. When fire destroyed the Plumtree campus in 1926, the two schools were consolidated in Banner Elk. In 1929, two years of college were added and the secondary grades were gradually deleted. Lees-McRae maintained junior college status until 1989, when it became an accredited senior college.

From the beginning, Lees-McRae was supported by Concord Presbytery, in whose boundaries it was located. When the Synod of Appalachia was formed and the area in which Lees-McRae is located became Holston Presbytery, Holston and Concord jointly supported and governed Lees-McRae. In 1982, Concord Presbytery shifted its support and governance to the Synod of North Carolina. When the Synod of North Carolina became a part of the Synod of the Mid-Atlantic, the new synod, by Article of Agreement, assumed the responsibilities of the former Synod of North Carolina.

III. GOVERNANCE OF THE COLLEGE

Lees-McRae is governed by a Board of Trustees consisting of 35 members, eight of which are elected by the Synod of the Mid-Atlantic and six of which are elected by the Presbytery of Holston. The Board of Trustees has responsibility for all the affairs of the College.

IV. PURPOSE OF THE COLLEGE

As stated in its catalog, the purpose of Lees-McRae is "to provide sound academic curricula which encourage intellectual, spiritual, physical and social growth. Permeating the entire purpose is the desire to create at Lees-McRae a Christian community...that would result in each student's developing a balanced sense of personal values, integrity and moral worth."

V. RESPONSIBILITIES UNDER THE COVENANT

A. LEES-MCRAE COLLEGE MAKES THE FOLLOWING COMMITMENTS TO SALEM PRESBYTERY:

1. To respect and support the mission and integrity of the Presbytery and cooperate with its ministry.

2. To provide a program of quality education in the liberal arts and sciences with the concept of the wholeness of life as interpreted by the Christian faith.

3. To be faithful to its mission as an institution participating in the ministry of Christian higher education in the PCUSA.

4. To maintain a faculty which will earnestly and freely pursue the integration of faith and knowledge.

5. To provide a spiritual component to campus life which includes opportunities for Christian worship and fellowship, a Presbyterian Chaplain to serve the College community, and a curriculum with required courses in Bible and religion.

6. To make its facilities and faculty available to the Presbytery.

7. To provide an annual report by which members of the Presbytery will be informed of goals, progress, and financial condition, as well as of solicitations; such as the Annual Fund, Capital Campaigns, etc.

8. To be open to visits by and counsel from the Presbytery.

9. To refer to its Presbyterian heritage in its promotional materials.

B. SALEM PRESBYTERY MAKES THE FOLLOWING COMMITMENTS TO LEES-McRAE COLLEGE:

1. To pray for its trustees, administrators, faculty and students.

2. To acknowledge in its mission interpretation that the mission of Lees-McRae is an expression of the Presbytery's mission and to emphasize the primacy of the educational task.

3. To encourage churches to assist the College in recruiting students.

4. To encourage individual church members and congregations to provide financial support.

5. To assist the College in identifying persons qualified to be trustees, faculty, and administrators.

6. To participate in the governance of the College by electing two trustees.

VI. ACCOUNTABILITY AND COMMUNICATION

Both parties agree to provide regular and formal channels of communication to insure accountability and to address issues of mutual interest and concern.

1. Salem Presbytery will provide Lees-McRae with copies of the minutes of its meetings and other significant documents.

2. The text of this covenant shall be printed in the 1993 Minutes of Salem Presbytery, and references made to it in appropriate publications of the Presbytery which highlight its institutions and agencies.

3. This Covenant between Salem Presbytery, Presbyterian Church U.S.A. and Lees-McRae College, shall be summarized in the Lees-McRae catalog and made available to members of the administration, faculty, staff and to other constituencies as deemed appropriate.

4. The President of the College shall be responsible for seeing that all provisions of this covenant regarding the institution's responsibilities are presented to the Board of Trustees.

5. The Stated Clerk of Salem Presbytery, Presbyterian Church U.S.A., shall be responsible for seeing that all provisions of this covenant regarding the Presbytery's responsibilities are fulfilled.

6. The College shall inform Salem Presbytery of its other formal or informal covenant relationships with other governing bodies or church bodies. It is understood, however, that no provision of such covenants will be in conflict with the provisions of this covenant.

VII. REVIEW AND AMENDMENT OF THE COVENANT

1. A team composed of the Salem Presbytery Higher Education Committee and the Executive Committee of the College's Board of Trustees shall review the covenant every five years. It is expected that the President of the College will be present for such reviews.

2. This Covenant may be amended or renewed by action of the Board of Trustees of Lees-McRae College, Inc. and Salem Presbytery, Presbyterian Church U.S.A.

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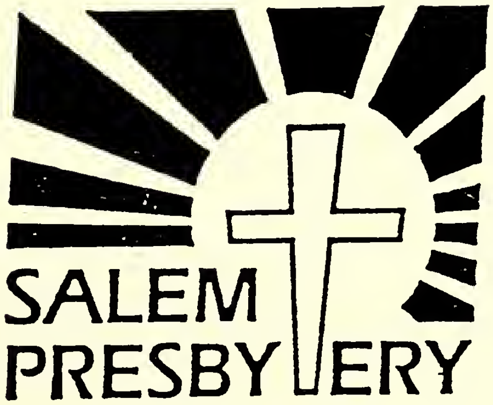
SALEM
PRESBYTERY

EIGHTEENTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
BURLINGTON, NORTH CAROLINA
April 27, 1993

MINUTES OF

SALEM PRESBYTERY

EIGHTEENTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
BURLINGTON, NORTH CAROLINA

April 27, 1993

OFFICERS

Moderator	Cynthia R. Higgins
Moderator-in-Nomination	W. Erwin Fuller, Jr.
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Congregational Life	Hewon Han
Associate Presbyter for Care and Development of Leadership	A. Michael Warren
Hunger Action Enabler	Catherine J. Reed
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Suzy Marion
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Judy Brock
Secretary	Cynthia Downing

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (919) 766-3393

EIGHTEENTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

FIRST PRESBYTERIAN CHURCH

BURLINGTON, NORTH CAROLINA

April 27, 1993

The Eighteenth Stated Meeting of Salem Presbytery was called to order by Moderator Cynthia R. Higgins at 9:00 a.m., Tuesday, April 27, 1993, in the First Presbyterian Church of Burlington, North Carolina. The opening prayer was led by the Moderator.

SERMON BY CANDIDATE FOR ORDINATION

Candidate Dale Davidson preached a sermon on Psalm 116 entitled, "A New Lease on Life", in partial fulfillment of the requirements for ordination. Presbytery approved this part of the examination.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

ENROLLMENT

Commissioners	
Elders	137
Ministers	124
Corresponding Members	3
Ministers	
Church Educators	12

Administrative Staff	
Non Commissioners	5
Visitors	45
Total Enrollment	326

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., George W. Alexander, Jr., Frank J. Allen, Tom B. Anderson, Michael E. Askew, Sr., J. Lawrence Ayers, Shawn E. Barkley, Jesse W. Bledsoe, Linda L. Blessing, Warren C. Brannon, Robert A. Bryant, Malcolm M. Bullock, Robert E. Button, George C. Carpenter, Charles R. Carter, M. Gray Clark, Mary Boyd Click, S. Jay Click, Charles W. Clubb, Frederick A. H. Coates, David T. Daniel, Howard Day, Jr., Max E. Deal, Frank M. Dew, James A. Dickens, Carl W. Dumford, Steven W. Dyer, Christopher F. East, John E. Eliason, Stewart E. Ellis, Robert C. Evans, III, T. McLean Faw, Jr., Robert A. Fiedler, Charles G. Fitzpatrick, Robert O. Freeman, Harold E. Fuller, Jr.

G-M

Philip R. Gehman, Robert J. Goforth, James H. Grant, Jr., Lucius A. Gray, Hewon Han, John M. Handley, William C. Hayes, James Henderson, Margret L. Henderson, Robert W. Henderson, David L. Henry, Robert W. Herron, Cynthia R. Higgins, Ann I. Hoch, Z. N. Holler, Fredrick R. Horner, Robert M. Howard, Joanne R. Hull, Stephen A. Hundley, George Hunter, Ann B. Jahnes, Robert S. Jeffords, Henry J. Keating, William R. Knox, Phyllis M. H. Kort, Morton Kurtz, Thomas K. Lane, Donald E. Lannon, William F. Lawrence, Jr., James E. Layman, Robert E. Lee, David T. Lee-Andrews, David Leininger, Robert M. Lewis, S. Edwin Lewis, Ivan W. Lowery, Robert M. Matthews, James M. Mauldin, Sam E. McGregor, Jr., Charles McKee, William S. Metzel, Judson J. Milam, E. Thomas Miller, James F. Miller, K. Moser Misenheimer, James A. Mitcham, Molly Dotson Morgan, Allen E. Morrison, William H. Morrison, Stephen A. Moss, Lisa Mullen, George H. Murray, IV.

N-Z

J. Herbert Nelson, David C. Partington, S. Curtis Patterson, Jamie Bibee Pharr, A. B. Plexico, Michael J. Poulos, Catherine J. Reed, Marie P. Reed, Leland A. Richardson, Raymond Riddleberger, James M. Rissmiller, Russell H. Ritchel, Jr., Jeannette G. Rodenbough, Dennis J. Sebesan, Grant M. Sharp, Jerold D. Shetler, Ronald A. Smith, Billy F. Sosebee, Laura M. Spangler, Joe L. Spears, Samuel Stevenson, Patricia F. Stewart, Robert R. Tolar, Jr., W. Russell Ward, Jr., A. Michael Warren, William C. Weckerly, Norman M. Whitney, Jr., Frank C. Wilkinson, Charles Williams, James K. Wilson, Jr., William T. Wing, Paul D. Woodall, Jr., R. Scott Woodmansee, William J. Wrenn, Jr., Richard S. Wurst, Jr., Christopher E. Zorn.

The following Ministers asked to be excused from attendance:

James H. Allen, L. Adlai Boyd, John C. Brearley, Carole F. Chase, Robert Cleveland, O. Leighton Culler, Kermit W. Dancy, M. Susan Dobyns, Dusty K. Fiedler, Larry W. Freeman, Carter B. Gillespie, William Stacy Johnson, Walter W. King, Paul Lindsey, J. Roger Marrow, Steve A. Martin, Stephen P. McCutchan, John L. Milholland, Francis Olson, Joseph L. Pickard, Paul N. Ridolfi, Paul S. Ryoo, A. Carter Shelley, R. Page Shelton, Ethel C. Simonetti, Stevan A. Snipes, Larry E. Summey, John G. Truitt, Jr., Rockwell P. Ward, J. Gordon Williams, Robert L. Yoder.

The following Missionaries and Chaplains were excused:

Sherron K. George, Lewis C. Kimmel, Connell Osborne.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Lawrence W. Avent, Thomas B. Bagnal, Jr., James H. Banbury, Ernest Bradford, Edwin C. Brammer, Jr., Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, William H. Chappell, L. B. Colquitt, Jr., Frank C. Collier, Watt M. Cooper, Herbert H. Culler, Frank A. Davison, F. Marion Dick, C. Wayne Dixon, Norris Fellows, Roscoe B. Fisher, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Milton M. Foust, Samuel R. Fudge, Joseph M. Garrison, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, John S. Johnson, Hardin A. King, Julian Lake, William F. Long, John W. Luke, Wilkes D. Macaulay, John R. McAlpine, III, James M. McDaniel, Lacy V. McPherson, Allen C. McSween, Donald Mimbs, H. Reid Montgomery, Joseph Mullin, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, W. Clark Porter, III, Donald G. Price, James L. Price, Jr., John A. Redhead, Jr., Gerald N. Reiff, William C. Rhodes, Jr., Lester E. Sheppard, William R. Smith, III, Thompson B. Southall, Jamie D. Stimson, Harry S. Thomas, Robert L. Turner, William D. Varker, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Robert S. Wells, John C. Whitley, John A. Womeldorf.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

Jonathan C. Barker, John W. Bell, Janet Briscoe, Robert R. Childs, Jr., Barbara E. Dua, Carlton A. G. Eversley, James T. Frazier, E. B. Freeman, Scott C. Girard, Guy W. Hunt, Jr., William S. Johnston, Benjamin Kirkland, Z. Bradford Long, Richard Osmer, Franklin L. Partridge, III, Steve M. Pharr, Phillip Justin Pogue, James T. Shields, Jeffrey D. Smith, Jerry M. Smith, Rollin M. Steele, Jr., John B. Talmage, Glenn C. Thomason, Worth N. Watts, Kellie E. Weekley, Benjamin F. Williams.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Mitchell Causey, C. Weldon Fields, Tom McArthur, Allen Temple Margaret Cowan, Virginia Mott, Asbury Tom Sheppard, First (Asheboro) Jan M. Monroe, Bethany (Graham) Robert F. Sykes, Bethany (Statesville) James P. Ingram, Bethel Robert Alcon, Bethesda (Ruffin) Carolyn A. Harrelson, Beulah Elizabeth Scott, Bixby Tom Cornatzer, Brentwood Frances Brown, Buffalo Ruth Garrett, First (Burlington) William B. Cothran, Tom McGowen, Sr., Gene Pruitt, Calvary Steven D. Clark, Centre Sam Favor, Clemmons Anne Smith, Collinstown Ruth Hill, Community in Christ Jean Russ, Concord Rebecca Driskill, Cooleemee Grier Waller, Cross Roads Gene Anderson, Dellabrook Rudolph V. Boone, Sr., J. P. Scarborough, Dogwood Acres William M. Neely, First (Eden) Coy Stack, Edward Webb Gladys W. Bailey, Elkin Julia Anne Alexander, Faith Mike Kelly, Fellowship Michael R. Underwood, Fieldstone Oscar Momberger, Fifth Creek A. M. Gurley, Flat Rock Debra Stoltz, Forest Hills C. J. Parker, Forest Park M. P. Witherington, Francisco Louise Palmer, Franklin Grace R. Lowe.

G-M

Grace Alonzo Stephens, Mary N. Wade, Graham Bill Cooke, Barbara H. Taylor, First (Greensboro) Thomas C. Anderson, Frank A. Campbell, W. Erwin Fuller, Jr., Florence F. Gatten, Milnor P. Jones, Greenwood Harvey Carroll, Guilford Park Bill Breedlove, Richard A. Kreager, Gulf Russell Palmer, Hawfields Ralph Webster, Eugene Wilson, First (High Point) John S. Queen, Ed Pleasants, Eloise Taylor, Highland Parks Berryhill, Becky Miller, Hills Don H. Martinat, Jamestown Bob Jones, Lela S. Jones, John Calvin Peggy F. Wilson, First (Kernersville) Robert W. Howell, First (Lexington) Don Farthing, Bob Rankin, Second (Lexington) Frances Washburn, Lloyd Edwin L. Patterson, Elizabeth M. West, Logan Daisy Keaton, Clayton Tatum, Madison Margot Jolly, Mebane Laura W. George, Memorial Harriet L. Gardner, First (Mocksville) Esther Grier Wall, First (Mooresville) Phifer I. Johnson, Thurston McNeely, Mt. Tabor Roy L. Carruth, Constance Sherrill, Mt. Vernon Lucille Phifer, Mt. Vernon Springs Maryland Lemon.

N-Z

North Wilkesboro Clay Bauguss, Becky Hubbard, Old Providence Betty Wooten, Old Town Robert W. DuRant, Parkway Wanda S. Dorsett, Fred N. Ward, Piedmont George Florence, Pine Hall Chis Rodenbough, Pittsboro Edith C. Wasko, Presbyterian Church of the Covenant Bill Cummings, Jr., Presbyterian Church of the Cross James Kellam, Prospect J. D. Meredith, First (Reidsville) C. Jackson Harrill, First (Salisbury) Lawana Ford, Lois Loeblein, Steve Thurston, Second (Salisbury) Bob Julian, Sedgefield Jean Jens Wehner, Shade Side Robert Gilchrist, Gertrude Reid, Shallowford Nancy Luce, Shiloh (Burlington) Carolyn Martin, Smyrna Dale Crowder, Speedwell Maude Wheeler, Spencer Frank Orthel, St. Andrews Ring Pratt, St. James Catherine T. Bonner, Luella J. Graves, Rosa Yourse, St. Paul (Greensboro) Walter Pharr, Starmount Monie Plueger, Jean Spangler, Sam Zealy, First (Statesville) David Steele, Joan R. Scott, Stony Creek Violet Paschal, Taylorsville Dwight G. Mitchell, Third Creek Beth Phifer, Thyatira Bennett Silliman, Trinity (Elon College) Robert VonBergen, Trinity (Salisbury) Delaine Fleming, Trinity (W-S) Tom Spangler, Unity C. C. Williams, Vandalia Nancy K. Cox, Wentworth W. D. Sherron, Westminster (Burlington) Doris Mag, First (W-S) Mack Dagenhart, Mary Lou Lee, Graham Lynch, James S. Price, Yadkin United Marian L. Smith, Thomas O. Vinson, Yadkinville Doris S. Cameron, Yanceyville Edith W. Wilson.

The following Churches were excused from having representatives at this meeting of Presbytery:

Bethesda (Statesville), Clio, Immanuel, Korean First, First (Mt. Airy), Mt. Jefferson, Sandy Ridge, Shiloh (Statesville), Tabor.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Baird's Creek, First (Boone), First (Boonville), Cameron, Cleveland, Covenant, Crestwood, Danbury Community, Ebenezer, El Bethel, Elmwood, Fairmont, Freedom, Glendale Springs, Glenwood, Griers, Harmony, Hope View, Joyce, Lansing, Laurel Fork, Little Joe's, Love Valley, Milton, Second (Mocksville), New Creation, New Salem, Oakland, Oakview, Peak Creek, First (Pilot Mountain), Pine Ridge, Pleasant Grove, Randolph, Red House, Reid Memorial, Riverview, Rumple Memorial, Siler City, Southminster, Sparta, Springwood, St. Paul (High Point), Stoneville, First (Thomasville), Westminster (Greensboro), Whispering Pines.

The following Church Professionals were enrolled:

Sammie Braxton, Bill Chase, Donna Chase, Evelyn Edwards, Betty Anne Ellington, Claire D. Holt, Rebekah Lee-Andrews, Ida K. McCaskill, Dottie Metropol, Alan Paschal, Parks Williams, M. Edye Williamson.

The following Visitors were registered:

G. Douglas Aitken, Jr., Dwight L. Barker, Rae Beck, Lois Brake, John Bukas, Irene Burch, C. W. Cameron, Marian Cameron, Gladys Carroll, Annette Carruth, Tyrell R. Caudill, Dale Davidson, Octavia Edwards, Lavinia Evans, Virginia Evans, Frances Fitzpatrick, N. N. Fleming, III, Jack Foust, W. Earle Frazier, Creola Goodman, John C. Hamil, Edna H. Hudson, Bill Hylton, Rose Ingram, Clarence Jolly, Jr., J. David Kivett, Gayl A. Knox, Rainey McArthur, Julie Memory, James Miles, Jane Miller, Mitchell L. Miller, Doris Mowery, Ruth M. Patterson, Jean Primm, Les Robinson, Willie F. Robinson, Ruth Russell, Otis Scott, Pat Stephens, William F. Stephens, Jellock Truman, Alura Wheeler, Bruce Wheeler, Constance Wilkerson.

The following Corresponding Members were present:

George H. Pike, Presbytery of Elizabeth; Father James Plavcan, Blessed Sacrament Catholic Church; H. Earl Woodall, Charlotte Presbytery.

The following Administrative Staff were present:

Bill Amidon, Bicentennial Staff; Karen Bryan, Camp New Hope Staff; Willie Garvin, Salem Presbytery Staff; Phyllis Plyler, Salem Presbytery Staff; Paul Ransford, Camp New Hope Staff.

DOCKET

The Docket was presented by the Neel Fleming, Moderator of Council, and was approved with the addition of the report of the Personnel Committee at 2:17 p.m. (see Appendix A, pp 103-104).

OMNIBUS MOTION

Elder N. N. Fleming, III, Moderator of Council, presented the Omnibus Motion. Following opportunity for members of Presbytery to remove items from the Omnibus Motion, the Presbytery approved all the recommendations in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are designated by an OM in the left margin.

WELCOME

The Governing Body was welcomed by William Cauthen, an elder of the host church, and the pastor, the Reverend Charles Williams. Information regarding the facilities was presented.

INTRODUCTIONS

Elders attending for the first time and other guests were introduced and welcomed. The following ministers from other presbyteries were introduced and seated as Corresponding Members: George Pike, Elizabeth Presbytery; Earl Woodall, Charlotte Presbytery; and Les Robinson, Baptist minister from High Point.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix B, pp. 105-106.)

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Minutes of Commissions to ordain and/or install pastors were admitted to record. (Appendix C, pp. 107-108.)

APPOINTMENT OF STANDING COMMITTEES

The Moderator named the following Standing Committee:

Bills & Overtures Committee:

Rev. Steve Moss, Moderator (Thyatira)
Jan Monroe (First [Asheboro])
Rev. Mary Boyd Click (El Bethel)
Roy Carruth (Mt. Tabor)
Rev. Chris East (Buffalo)
Rev. James Henderson (Calvary)

Resolutions Committee:

Jim Wilson (Sedgefield)
Anne Smith (Clemmons)

COMMITTEE ON MINISTRY
Laura Spangler, Moderator

The Council has requested that the Committee on Ministry develop an Equal Employment Opportunity Policy for Calling Pastors. A task Force will be developed to work on a policy for ensuring that no one, will be excluded from consideration of any pastoral position because of their race, ethnic origin, sex, age, marital condition, or disabilities.

INTERIM PASTOR RELATIONSHIPS

ACTIONS:

1. The Reverend Roger Marrow was approved to serve as the Interim pastor of Second Salisbury Presbyterian Church of Salisbury, beginning January 1, 1993.

2. The Reverend George Carpenter was approved to serve as the interim pastor and moderator of session at Guilford Park Presbyterian Church in Greensboro effective June 1, 1993.

3. The Reverend John Wilkerson was approved to labor inside the bounds of Salem Presbytery to serve as the interim pastor and moderator of session at Parkway Presbyterian Church in Winston-Salem effective September 1, 1993.

REQUEST FOR RETIREMENT

ACTION:

4. The retirement of the Reverend Allen Morrison from Asbury Presbyterian Church in Asbury was approved effective June 30, 1993.

STATED SUPPLY RELATIONSHIP

ACTION:

5. The Reverend Marie Reed was approved to continue for another year, effective March 1, 1993, as Stated Supply of Yanceyville Presbyterian Church in Yanceyville.

PARISH ASSOCIATE RELATIONSHIPS

ACTIONS:

6. The Reverend John Truitt was approved to serve as parish associate at Starmount Presbyterian Church in Greensboro, effective January 1, 1993.

7. The Reverend Jonathan Barker was approved to serve as parish associate at Alamance Presbyterian Church in Greensboro effective April 18, 1993.

TEMPORARY SUPPLY

ACTION:

8. The Reverend Cleveland Duke was approved to serve as temporary supply of Bethesda Presbyterian Church in Ruffin effective January 1, 1993 to June 30, 1993.

MINISTERS LABORING OUTSIDE THE BOUNDS

RECOMMENDATION:

9. The Reverend Robert Freeman was approved to labor outside the bounds of Salem as Stated Supply in Charlotte Presbytery.

MINISTER LABORING INSIDE THE BOUNDS

ACTION:

10. The Reverend George Wright, a member of Pittsburgh Presbytery, was approved to labor inside the bounds of Salem Presbytery for purpose of supply preaching.

CHANGES IN TERMS OF CALL

ACTION:

11. The attached changes in terms of call were approved (Appendix D, pp. 109-111).

MINISTER MOVING INSIDE THE PRESBYTERY

ACTION:

12. The Reverend Robert C. Evans, III was approved to serve as organizing pastor of Northwest Guilford County NCD effective June 15, 1993.

DISSOLUTION OF RELATIONSHIPS

ACTIONS:

13. The relationship between the Reverend Cindy Higgins and Starmount Presbyterian Church in Greensboro was dissolved effective May 2, 1993.

14. The relationship between the Reverend Ethel Simonetti and Dogwood Acres Presbyterian Church in Asheboro was dissolved effective June 1, 1993.

MINISTERS TRANSFERRING TO OTHER PRESBYTERIES

ACTIONS:

15. The Reverend Lewis C. Kimmel, Naval Chaplain, was transferred to Charlotte Presbytery to receive the call of Walkersville Presbyterian Church in Waxhaw, NC.

16. The Reverend Fran Phillips Olson was transferred from Salem Presbytery to New Hope Presbytery.

PASTOR EMERITUS

ACTION:

17. The Reverend George S. Calhoun, Sr. was approved to serve as Pastor Emeritus at Thyatira Presbyterian Church in Salisbury effective May 1, 1993.

REQUEST PRESBYTERY TO RECEIVE AS INFORMATION

ACTIONS:

18. The COM Liaison Worksheet was received as information (Appendix E, p. 112).

19. The COM Policy on Receiving Ministers from other Denominations was received as information (Appendix F, pp. 113-114).

REPORT OF THE EXAMINATIONS COMMITTEE

W. Russell Ward, Jr., Moderator

Presbytery proceeded with the examination of Dwight Lee Barker, J. David Kivett, and William F. Stephens, who wish to transfer into Salem Presbytery. They have been examined and approved by the Examinations Committee of Presbytery.

RECEPTION OF DWIGHT LEE BARKER

ACTION:

20. Presbytery approved the committee and floor examination of Dwight Lee Barker in accordance with Book of Order G-11.0402.

    a. The Reverend Dwight Lee Barker was received into Salem Presbytery from Coastal Carolina Presbytery. He is honorably retired minister and living in Crumpler, NC.

    b. His credo which follows, was approved:

> The Church is God's people working together as one community of faith. We are God's people. All that we do as individuals and as the Church is done because we do not belong to ourselves, but we belong to God. As God's people we worship God in all that we do.
>
> We are a community of faith. We are a people with a specific past, present, and hope for the future. We are the people of God as demonstrated in Jesus Christ and as revealed to us in God's Word, the Bible. Therefore, our life as a community and as an individual is evaluated in terms of Christ's life, death, and resurrection. We worship together and search scripture to prepare us better to be God's people living our faith.
>
> In my ministry, I have always been guided primarily by two portions of scripture. First, Ephesians 4:4-6, "There is one body and one Spirit, just as you were called to the one hope of your calling, one Lord, one faith, one baptism, one God and

Father of all, who is above all and through all and in all." Second, Mark 10:45, where Jesus states, "The Son of Man came not to be served but to serve, and to give his life as a ransom for many." We, the Church, are many people drawn together with a common purpose. We are drawn together as one people to worship God, proclaim the message of salvation through Christ, and to serve each other and the world for God.

There are many important issues of contemporary life that the Church must address if the Church is to demonstrate the dynamic role of faith as the guiding force of modern life. One issue is of particular importance to me due to the emphasis placed on that issue in scripture. That issue is the economically disenfranchised.

One of the few places in scripture where Jesus specifically addresses the question of who will gain access to the kingdom and who will not is Matthew:31-46. According to Jesus, those who will inherit the kingdom will feed the hungry, give drink to the thirsty, welcome the stranger, clothe the naked, and visit the sick and imprisoned. Those who inherit the kingdom will personally take part in this ministry.

How does the Church respond? The Church responds by organizing opportunities for members to participate in ministries of compassion similar to those listed in Matthew 25. The Church will not leave such work to the civil government or hope that some charitable institution will provide for those in need. Churches can organize food banks, build homes with groups such as Habitat For Humanity, or establish a prison ministry, just to name a few. How should the Church respond to the world? Through the mandates of scripture. What are the mandates of scripture? According to Matthew 25, they include active participation in ministry to and with the economically disenfranchised.

c. Mr. Barker was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF J. DAVID KIVETT

ACTION:

21. Presbytery approved the committee and floor examination of the Reverend J. David Kivett in accordance with Book of Order G-11.0402.

    a. The Reverend J. David Kivett was received from Western Kentucky Presbytery for the purpose or accepting the call as Pastor of the First Presbyterian Church of Reidsville. The effective date is March 8, 1993.

    b. His credo which follows, was approved:

The psalmist wrote, "The Lord reigns, let the earth rejoice." That in a few words is what I believe. The Lord our God is the sovereign God - Father, Son, and Holy Ghost. The eternal God is our Creator, our Redeemer, our Judge, and our Sustainer. All of life (from the highest of highs to the lowest of lows) is lived out within a parentheses of God's love.

Faith then is more than intellectual assent or private preference. It is trust; trusting the steadfast and sure love of God as it is made known in Scripture and in the person and work of Jesus Christ.

I believe in Jesus Christ as Lord and Savior. In Jesus of Nazareth, we know the self revelation of God (the Word made flesh). He taught us in word and in deed what God intends for human life; feeding the hungry, healing the sick, reaching out to the outcast. He lived, died, and lives again for us. In the cross and empty tomb our sins are forgiven and we are reconciled to God.

Jesus Christ came to save sinners. The reality of our sin cannot be debated. "All have sinned and fall short of the glory of God." We are totally depraved ... there is no part of our being immune from the disease we call sin. So we stake our claim as Christians in the greater reality of God's grace. In the life, death, and resurrection of Jesus Christ we know a love so great that not even death can separate us from it.

My life and ministry are response to that love initiated by the grace of God in Jesus Christ. To respond means to seek God's will in Scripture, sacrament, and service.

I believe the Scriptures of the Old and New Testaments to be the word of God, our rule of faith and practice. The sacraments of the Lord's Supper and baptism speak to us in another language, a language of experience, bringing us together as the people of God and strengthening us for service. And to seek God's will in service we move from the faith statement "I believe" to faithful service saying, "I will." It means serving God by serving neighbor.

That response we call faith is best summarized by the first question of the Shorter Catechism, "What is the chief end of humanity? Humanity's chief end is to glorify God and enjoy God forever."

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Kivett and the First Presbyterian Church of Reidsville effective March 8, 1993; approved the following Terms of Call; and the Call was ordered placed in his hands.

Salary	$22,200
Housing Allowance	9,800
Automobile Allowance	2,400
Book Allowance	850
Medical Insurance/Annuity	8,424
Moving Costs	Will Be Paid
Social Security Equivalent	2,492
Vacation	Four Weeks
Study Leave	Two Weeks

d. The following Commission to install was approved to install him as pastor of First Presbyterian Church of Reidsville on May 30, 1993 at 5:00pm.

NAME	RESPONSIBILITY	MIN./ELDER
Jay Click	Preside & Propound the Constitutional Questions	Minister
Allen McSween, Jr.	Preach the Sermon	Minister
John Eliason	Charge the Minister	Minister
Helen Hooper	Charge the Congregation	Elder
Tom Vinson	Lead in Worship	Elder
Rick Wurst	Lead in Worship	Minister
Lucy Rankin	Lead in Worship	Elder
Molly Morgan	Lead in Worship/Communion	Minister

e. Mr. Kivett was instructed to sign the obligations required of a minister to be enrolled in presbytery.

ACTION:

22. Presbytery approved the committee and floor examination of the Reverend William F. Stephens in accordance with Book of Order G-11.0402.

a. The Reverend William F. Stephens was received from North Alabama Presbytery for the purpose of accepting the call as Pastor of the Trinity Presbyterian Church of Elon College. The effective date is April, 1993.

b. His credo which follows, was approved

My faith is the disposition to act upon trust in God who is my vindicator. I confess that I have required more than one conversion, for as well as being converted to Christ, I have needed to be converted to move from distrust to trust, from stagnation to generativity, from fear to hope on a daily basis.

I find that being God's "creature," being created in the image of God, yet being ashamed and wounded, is an acknowledgement that only in Christ are we made whole and destined to satisfaction and bliss. Belief in God's Providence has allowed me to claim my humanity because I feel owned by the Author of life.

I believe that conversion from lesser powers, which are as overwhelming as the water was for Peter, is necessary to any root or radical reordering. In a word, I am a deep believer in the education of the soul. I foster knowledge of alternatives where the Birth of the Living Lord impacts human contexts which are seemingly barren.

I take the Apostle's Creed as the framework of my belief system for it embodies the witness of God's life among mortals. I believe in God, the Creator and the sustainer. I believe that Jesus Christ reveals God -- to know Christ is to know God. I believe that the Holy Spirit lives with us frequently unnoticed and unrecognized, the Giver of Life seeking us. I believe in the Holy Catholic Church (ekklesia), the Church in the Biblical tradition. I believe in the Resurrection: That God in Christ cared so much as to give his life for ours despite our turning away and rejection: I believe in God who cares beyond the grave to give us eternal life.

I believe that behind all this work wrought by God who is in Christ there is an intentionality, an obvious conclusion, won by the event of the cross. This witness of the cross is a commitment of God (John 3:16) which warrants our commitment to the Biblical witness and surrenders to an appropriate lifestyle.

I find the Presbyterian (PCUSA) style of polity consistent with the reformed heritage that I understand reflects the fact that God is always beyond where man has arrived in understanding and living the truth; therefore we are all subject to correction. I accept the Scripture as God's rule for faith and practice.

My theology stems from my belief in the covenant-making God who is uniquely revealed to us in the incarnation of Jesus Christ. His incarnation demonstrates God's divine initiative (Luke 1:26-38; John 1:14). Thus, in God's redemptive act, the record of Jesus' life suggests that he identified with persons in every aspect of life, from suffering to celebration, from poverty and defeat to the triumph of resurrection.

The incarnation means divine participation in human affairs. God did not become human in isolation from life, but in a community of persons in which all the joys and struggles on life were present. He was born in a manger, slept, drank, worked with disciples, ministered to those in all walks of life and faced rejection.

His participation in the day-to-day life of the fishermen, the sick and the helpless, the rich and poor, allowed transformations where persons were made whole. Symbols of this wholeness are interwoven in his daily giving of his life. Since Christ's service was one of healing, reconciliation and mutual ministry, I believe that the church may become in the power of the Holy Spirit a healing community.

c. Salem Presbytery approved the establishment of a Pastoral relationship between Mr. Stephens and the Trinity Presbyterian Church of Elon College effective April, 1993; approved the following Terms of Call; and the Call was ordered placed in his hands.

Salary	$15,000
Housing Allowance	12,000
Automobile Allowance	2,800
Book Allowance	550
Benefits Plan	8,138
Moving Costs	up to 4,000
Self Employment tax	2,066
Vacation	Four Weeks
Study Leave	Two Weeks

d. The following Commission was approved to install him as pastor of Trinity Presbyterian Church of Elon College on May 16, 1993 at 11:00 a.m.

NAME	RESPONSIBILITY	MIN./ELDER
Steve Dyer	Preside & Propound the Constitutional Questions	Minister
Tom Lane	Preach the Sermon	Minister
Sue Fricks	Charge the Minister	Minister
Alura Wheeler	Charge the Congregation	Elder
Tom Vinson	Lead in Worship	Elder
Sue Fricks	Guest	Minister

e. Mr. Stephens was instructed to sign the obligations required of a minister to be enrolled in presbytery.

Presbytery proceeded with the examination of candidate Dale Davidson. She has passed the General Assembly Standard Exams, received a diploma from an accredited theological school, and has been examined by the Examinations Committee of Presbytery.

RECEPTION OF DALE DAVIDSON

ACTION:

23. Presbytery approved the committee and floor examination and sermon of Dale Davidson.

    a. Dale Davidson was received and will be ordained by Salem Presbytery so that she may accept the call of the Presbyterian Church of the Cross as Associate Pastor. The effective date of the call is April 5, 1993. She has been a candidate under the care of Salem Presbytery.

b. Her credo which follows, was approved:

I believe in God, sovereign and almighty, creator of heaven and earth, ruler of all people and things; God who has already reconciled the world to Godself through Jesus Christ and continues to work that reconciliation out through God's people.

I believe in Jesus Christ, God's only Son, who lived among us, died for our salvation, was resurrected in triumph over sin, and calls us to live, as he did, in response to God and in service to others.

I believe in the Holy Spirit, who teaches us an understanding of God's word, nurtures us in faith, and guides us into reconciled relationship with God and each other.

I believe that the Old and New Testaments reveal who God is, through God's acts in history, and that they continue to speak God's word and will to us today.

I believe that God's grace comes to us sinners through God's covenant. God calls us and engages us into fellowship with Godself. The sacraments--baptism and the Lord's Supper--are signs of God's grace and initiative toward us, and means of sealing us into covenant. God calls us also into covenant relationship with other people, with God as center and organizing principle of those relationships--expecting us to be honest and faithful and loving toward each other just as God is with us.

I believe the Church is a manifestation of God's covenant relationship: a community within which God's word is proclaimed and heard and followed; in which work and worship are bound together as service to God; and in which God's people take seriously the notion that all are children of God. The Church is called to be the Body of Christ--embodying God's covenantal faithfulness, teaching us how to live it and how we are judged by it.

I celebrate and uphold the Presbyterian system of representative, connectional, constitutional government as one means of being the Body of Christ. I appreciate the guidance and framework for faith and practice which the Book of Order provides to ministers and members of the PCUSA.

c. Presbytery approved the establishment of an Associate Pastoral relationship between Ms. Davidson and the Presbyterian Church of the Cross effective April 5, 1993; approved the following Terms of Call; and the Call was ordered placed in her hands.

Salary	$ 9,860.00
Housing Allowance	2,958.00
Automobile Allowance	1,471.72
Book Allowance	319.00
Benefits Plan	4,410.28
Social Security Equivalent	981.00
Vacation	Four Weeks
Study Leave	Two Weeks

d. The following Commission to install was approved to ordain and install her as associate pastor of Church of the Cross in Greensboro on May 23, 1993 at 11:00am.

NAME	RESPONSIBILITY	MIN./ELDER
Carter Shelley	Preside & Propound the Constitutional Questions	Minister
James F. Miller	Preach the Sermon	Minister
Barbara Dua	Charge the Minister	Minister
Marion Lanier	Charge the Congregation	Elder

Gerard Davidson, Jr.	Lead in Worship	Elder
Gladys Bailey	Guest	Elder
B. L. Walker	Guest	Elder
Leslie Klingensmith	Guest	
Marla Cates	Guest	

e. Ms. Davidson was instructed to sign the obligations required of a minister to be enrolled in presbytery.

SEXUAL MISCONDUCT POLICY

Ann Jahnes reported for the Task Force. Salem Presbytery appointed this Task Force on a sexual misconduct policy composed of Elders LaDonna McCarther (Edward Webb), Margaret Elliott (Trinity [W-S]), and Pam Hendricks (Fieldstone) and Ministers Ed Brammer, Moderator (Retired), Ann Jahnes (Yadkinville), and James Henderson (Calvary). Our task has been to study and adapt the General Assembly of the Presbyterian Church (U.S.A.) Policy and Procedures on Sexual Misconduct to the needs of Salem Presbytery.

Salem Presbytery took the following actions:

ACTIONS:

24. The General Assembly Policy and Procedures Paper was adopted as the provisional policy of our Presbytery. (See Appendix G, pp. 115-162.)

25. Our Task Force has reviewed this policy statement carefully and believes that it provides an adequate guideline for beginning to move toward a more applicable policy designed specifically for our Presbytery. Such action will put a workable policy in place while we proceed to make it better. We believe this to be a process which has already included study of a previous version of the General Assembly Policy and we will propose further ways of examining this policy along with our proposed first draft of the policy proposed for our Presbytery. We have carefully reviewed the work of several other presbyteries in making such adaptations.

26. We are asking sessions of our local congregations (a) to review this Paper in comparison to the proposed Salem Policy with the view to making whatever changes are necessary to strengthen and make useable the proposed Salem document, (b) to make suggestions on how this paper might be approved and/or clarified. This would welcomed either in written comments addressed to the Sexual Misconduct Policy Task Force, P. O. Box 1763, Clemmons, NC 27012, and/or to attend one of the two public hearings which we propose to be held on May 16, 1993, at the First Presbyterian Church of Statesville, 3-5 p.m. and at the St. James Presbyterian Church, Greensboro, 7-9 p.m.

27. It is our hope that we will never need to implement the provisions of this policy; however, the experience of other presbyteries across the General Assembly would indicate that it is imperative that we be able to respond immediately, effectively, and compassionately should any such incident be alleged against any of the church leadership noted in these policy statements. Please study carefully and let us hear from you. We anticipate presenting revisions of the Proposed Salem Policy and Procedures at the July Meeting of Salem Presbytery.

BICENTENNIAL FUND CAMPAIGN COMMITTEE

J. Herbert Nelson reported. John Handley announced the appointment of the following committees:

Accountability Committee:	Rev. John Truitt (Moderator) - Starmount Rev. Rob Evans - North Wilkesboro Mrs. Lois Price - First (Winston-Salem) Rev. Ivan Lowery - Cameron/Second (Mocksville)/ Mt. Vernon Mr. Lyne Gamble - Highland Mrs. Suzanne Thomasson - Yadkinville Rev. Norman Whitney (ex officio) - Bethany (Graham)
Followup Committee:	Rev. George Carpenter (Co-Moderator) - Guilford Park Mrs. Carol Carpenter (Co-Moderator) - Starmount Rev. Dusty Fiedler (Co-Moderator) - Clemmons Mr. Murray White - First (High Point) Rev. David Henry - Vandalia Mrs. Eleanor Godfrey - First (Winston-Salem) Mr. James Bullock - Highland Mrs. Rosa Yourse - St. James

ACTION:

28. Presbytery approved the following Resolution of Thanksgiving.

RESOLUTION OF THANKSGIVING FOR DEDICATED SERVICE TO SALEM PRESBYTERY

The Salem Presbytery recognizes the special efforts of all its churches and communicant members at special times and acknowledges the diversity of gifts and talents expressed by those who offer their lives to Jesus Christ. it is with thanksgiving that this recognition is offered to God's glory:

Whereas, Salem Presbytery has been involved in the Bicentennial Fund Campaign for the past two years and has needed a strong coordinating effort and,

Whereas, Bill Amidon has traveled countless numbers of miles soliciting, cajoling and encouraging pastors, sessions and committees to participate and,

Whereas, Suzanne Jordan has provided able assistance in strengthening this effort through personal contacts, office management and long hours at the computer and,

Whereas, their efforts for the past two years have resulted in an enthusiastic response from large and small churches and,

Whereas, the message of mission work in the Presbyterian denomination has been spread throughout the Presbytery for all to know and,

Whereas, extreme patience and dedication has been shown by Bill and Suzanne, while keeping the faith and believing that our God intended to make something good happen in our midst and,

Whereas, the powerful and steady hand of God that has guided this effort will constantly be an abiding force in all of our lives in the days to come;

Be It Therefore Resolved that the Salem Presbytery at its stated meeting on the twenty-seventh day of April in the year of our Lord nineteen hundred and ninety-three extend our heartfelt thanks and appreciation to God for allowing Bill Amidon and Suzanne Jordan to serve the Presbytery and Church of Jesus Christ in such a special effort that will mean so much to the lives of those who our Lord and Savior has called us to serve.

And let it further be resolved that we offer a prayer of Thanksgiving at this Presbytery meeting for Bill and Suzanne and this resolution be included in the minutes of this Presbytery meeting.

Mr. Nelson led a prayer of thanksgiving for the fund and for the work of Bill Amidon and Suzanne Jordan. George Pike, Co-Director of the Bicentennial Fund for the General Assembly addressed the Presbytery.

CHURCH DEVELOPMENT

Bill Hylton, Moderator

In 1991 the Salem Presbytery Church Development Committee set as its goal to begin three (3) new churches in the next five years. One such development was targeted for the North Northwest quadrant of Guilford County. We are very excited about this new church development project in the newer residential area near Greensboro.

Our most recent New Church Development study identified the Northwest part of Guilford County as being "ripe" for a new church. All Presbyterian Churches in the Greensboro area were invited to support this project and their response was positive and most encouraging. In the Fall of 1991 a Steering Committee was formed and a tract of land purchased shortly thereafter. During the past nine months, the Steering Committee has been actively seeking an Organizing Pastor/Evangelist for this project. The committee received more than thirty PIFs and seriously considered more than eighteen candidates. Three persons were interviewed for the position and an offer has been made to one of the three. The terms of the Call offered are as follows:

PASTORAL CALL

Salem Presbytery of the Synod of the Mid-Atlantic of the Presbyterian Church (U.S.A.) on behalf of the New Church Development of Northwest Guilford County (PIN #64720), being well satisfied with your qualification for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be profitable to the spiritual interest of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly calls you,

Robert C. Evans, III

to undertake the office of Organizing Pastor/Evangelist of the New Church Development of Northwest Guilford County beginning on June 15, 1993, promising you in the discharge of your duty all proper support, encouragement and allegiance in the Lord. Salem Presbytery authorizes you to celebrate the Sacrament of Baptism, making sure that all those who are baptized are enrolled upon the roll held by Presbytery until the church is organized. And further, you are authorized to celebrate the Sacrament of the Lord's Supper as frequently as once a month.

That you may be free to devote full-time to the ministry of the Word among us, we promise and obligate ourselves to pay you the sum of $24,500 (twenty four thousand, five hundred dollars) a year in regular monthly payments. Further, we promise to provide you the following:

Housing Allowance	$12,280
Social Security	2,814
Pension and Major Medical	11,086
Dental Insurance Plan (partial)	205
Automobile reimbursement to	4,000
Continuing Education/Book reimbursement	1,000
Moving Expenses of a reasonable amount immediately and when joined by your family in approximately one year	

Four weeks annual vacation

Two weeks study leave annually

and, we will pay regularly in advance to the Board of Pensions a sum equal to that requisite percent of your salary which may be fixed by the General Assembly of the Presbyterian Church (USA) for participation in its pension plan, during the time for your being and continuing in the pastoral relationship set forth in this Call to this New Church Development. We further promise and obligate ourselves to review with you annually the adequacy of this compensation.

In testimony whereof we have subscribed our names this _____day of __________________A.D. 19______.

____
Sam H. Zealy, Jr., Moderator, Steering Committee

____
Organizing Pastor/Evangelist

ACTION:

29. The Pastoral Call for an Organizing Pastor/Evangelist for the Northwest Guilford County NCD Project was approved.

REPORT OF PRESBYTERY COUNCIL

N. N. Fleming, III, Moderator

Your Council has met twice since the last Stated Meeting of Presbytery.

MATTERS PRESENTED FOR INFORMATION:

1. Council has been discussing ways of improving future meetings of Salem Presbytery. Several suggestions were discussed. Among them:

   - starting the day on a devotional, inspirational note
   - moving the Examinations/Preparation/Committee on Ministry to the morning hours;

   have been included in the proposed docket.

2. Council received as information a report from the Office Location Committee. It is identifying its task and procedures and is investigating sites, costs, building possibilities in the Clemmons area.

ACTIONS REPORTED:

1. Established the following Bicentennial Fund Followup Committee:

   Rev. George Carpenter
   Mrs. Carol Carpenter (Starmount)
   Mr. Murray White (First [High Point])
   Rev. David Henry (Vandalia)
   Mrs. Eleanor Godfrey (First [W-S])
   Rev. Dusty Fiedler (Clemmons)
   Mr. James Bullock (Highland)
   Mrs. Rosa Yourse (St. James)

2. Accepted a pulpit scarf and stole as a gift from the Church of Ghana. They are to be used as appropriate at Presbytery meetings on the pulpit and by the preacher of the day.

3. Approved a proposal to participate in another Miami rebuilding project with the Episcopalians May 1 - 6.

4. Approved the request of the Presbyterian Home and Family Services, Inc. to display and distribute materials and Zuni Peanuts (and additional sales as requested).

5. Approved appointment by the Council Moderator of a task force to study and recommend a policy regarding the solicitation of funds within Salem Presbytery with the provisions that the membership be at least 5 and that it report to Council by the June 24 meeting.

6. Approved appointment by the Council Moderator of an Urban Ministry Task Force to recommend Salem's response to the invitation by Synod to participate in an Urban Ministry Partnership (to include possible Salem structure amendments and responses to requests for support from Urban Ministry programs within our bounds).

7. Approved allocating $2,000 from Council's program pool for participation in Synod's Racial Ethnic Partnership student project (to place racial ethnic students in churches for supervised training).

8. The Minutes of the February 6, 1993, Seventeenth Stated Meeting of Salem Presbytery were approved.

9. Authorized its Moderator to appoint a committee to develop policies regarding letters of advocacy in the name of Salem Presbytery.

10. The Council was apprized of arrangements initiated by several individuals in our area for a visit to the Triad by the Reverend Ms. Jane Spahr of California. Ms. Spahr drew national publicity when the Downtown Presbyterian Church of Rochester, NY, issued a call to her to serve as an Associate Pastor. An emphasis of her ministry would have been to serve the gay and lesbian community in Rochester.

    Ms. Spahr acknowledges her lesbian sexual preference. She was approved by Genesee Valley Presbytery to accept the call. A complaint was lodged by members of that presbytery which eventually resulted in the General Assembly Permanent Judicial Commission ruling blocking the completion of the call. They cited interpretations adopted in 1978 and 1979 by the General Assemblies of the two previous denominations before reunion.

    That Permanent Judicial Commission decision has itself sparked considerable debate and controversy. Several Overtures will be considered by this year's General Assembly meeting in June in Orlando, Florida.

Your Council discussed carefully the impact and interpretation of Ms. Spahr's visit to the Triad. Several options were discussed to clarify Salem Presbytery's guidance to its churches in both this controversial upcoming visit and the "long range" need to follow through the design projected in Salem's 1991 Overture to the General Assembly concerning the Human Sexuality paper.

Believing that Ms. Spahr's presence in the area at this time will cause more confusion and controversy than it will promote understanding and harmony on this divisive issue, the Council decided to take the following actions:

a. Being aware of the projected visit to the Triad of the Reverend Ms. Jane Spahr in May, at the invitation of individuals in our area, the Salem Presbytery Council acknowledges her presence without any endorsement or encouragement; and

b. Requested the Social Justice Committee to plan a process to lead the Presbytery in studying the human sexuality issue in Salem Presbytery in 1993-94.

11. Approved the request from the Clemmons Presbyterian Church that they be allowed to borrow up to $350,000 for construction financing and up to $300,000 for long-term financing, on such terms as are commercially prudent.

12. Approved an Emergency Offering, asking churches in Salem Presbytery to receive offerings to aid two families in the Korean First Presbyterian Church who suffered recent tragedies.

13. Approved a tentative Docket for the April 27, 1993, Meeting of Salem Presbytery, to be revised, if needed, and presented by the Moderator of Council to Presbytery for adoption.

COUNCIL CONCURS WITH THE FOLLOWING COMMITTEE RECOMMENDATIONS in presenting them to Presbytery:

1. Peacemaking
2. International Missions
3. Hunger (See Appendix H, pp. 163-167.)
4. Church Development
5. Sexual Misconduct Policy Task Force (see Committee on Ministry)

ACTION:

30. Salem Presbytery elected Mr. J. M. (Jute) Ramsay, Jr. of First (Asheboro) and Mr. Murray White of First (High Point) as Trustees for Lees-McRae College, Class of 1996 from Salem Presbytery.

ACTION:

31. Salem Presbytery elected Mrs. Barbara Fulp (Elkin) and Mr. Gene H. Faust (Siler City) to the Presbytery Nominating Committee, Class of 1995.

The Office Location Committee has been concentrating its search for land or buildings in the Clemmons area.

One option involves locating a site and construction of a building. Several sites have been examined. Two potential sites have been selected and discussions are now underway with the owners or their agents.

One owner has indicated that he would be willing to donate approximately one acre, with one stipulation. Salem Presbytery would construct an office building for its own use and when Salem Presbytery decides it no longer needs the property and offers the property for sale, the current owner and/or his heirs would have the first option to purchase the property at its appraised price, less the value of the land.

The one acre site is a part of a larger tract that he is holding for future development as a business park in Clemmons.

The Town of Clemmons has plans to adopt a water shed ordinance on July 1st. The proposed site would be in the water shed area. After the ordinance is adopted, the cost of development and surveying the site would increase considerably. A Clemmons official has indicated that we should have the site surveyed and transferred to the Presbytery prior to July 1st.

Should an agreement be reached and the site chosen as the best potential location for a proposed building, immediate action will be required. The following action is necessary to provide prompt response if the way be clear.

ACTION:

32. Salem Presbytery authorized its trustees to accept the donated site and provide the donor with an agreement to grant him and/or his heirs first option to buy the improved site at its appraised value, less the land value; if and when offered for sale.

WORSHIP AND COMMUNION

At 11:30 a.m. the Presbytery joined in a service of Worship and Communion. The preacher was The Reverend George Pike of The Bicentennial Fund. Worship leaders were Rev. Phyllis Kort, Associate Pastor, First (Burlington) and Rev. Charles Williams, Pastor, First (Burlington). The organist was Robert Burns King, Organist and Choirmaster, First (Burlington).

LUNCH

The Presbytery was recessed for lunch at 12:30 p.m. with prayer.

AFTERNOON SESSION

The Moderator reconvened the Presbytery at 1:30. The prayers of thanksgiving and intercession were led by the Reverend Katy Reed and the prayer of dedication for the Two-Cents-A-Meal Offering by Charles Cameron and Katy Reed.

ECUMENICAL VISITOR

The Ecumenical Visitor, Father James Plavcan of the Blessed Sacrament Catholic Church, was introduced to the Presbytery; and he was given the privilege of the floor and spoke briefly to Presbytery.

COMMITTEE ON PREPARATION FOR MINISTRY

David Daniel, Moderator

ACTION:

33. Presbytery enrolled Michael Richard "Rick" Underwood of Fellowship Presbyterian Church, Greensboro as an Inquirer according to G-14.0303e.

ACTION:

34. Presbytery enrolled Mary Margaret "Margie" Boyd of First Presbyterian Church, Asheboro as an Inquirer according to G-14.0303e.

PROPOSAL FOR SPECIAL OFFERINGS AT INSTALLATIONS OF MINISTERS

ACTION:

35. Salem Presbytery requested its sessions to authorize at each service of worship which celebrates either the installation of a previously ordained minister or the ordination and installation of a Candidate for the Ministry of Word and Sacrament, that a special offering be taken to be used to help and support the presbytery's aid program for those inquirers and candidates responsible to the Committee on Preparation for Ministry and the 1% Theological Education Fund.

Statement To Be Read or Printed for Ordination/Installation Service Regarding Offering

The Installation of a new minister for your church does not occur often. Congregations privileged to take part in an Ordination very seldom have that opportunity. Salem Presbytery rejoices with you in this special time of celebration!

God continues to call women and men to the Ministry of Word and Sacrament in the Presbyterian Church (U.S.A.). At the same time, the costs of their preparation for ministry are increasing. It regularly takes the combined resources of the Candidate's own family, their home church and presbytery, as well as their seminary scholarship fund, to meet the costs. In addition, our denomination's 1% for Theological Education Fund helps support our 11 theological institutions.

Salem Presbytery has asked you to take this special offering at your service of welcome to your minister.

> One half will be entered in your church's name to support those Inquirers and Candidates presently in their preparation who are from our Salem Churches.
>
> The other half will be given in your church's name to the 1% Fund for Theological Education.

CHURCH DEVELOPMENT COMMITTEE (continued)
Bill Hylton, Moderator

The Dellabrook Church is a 91-member congregation located in Winston-Salem, North Carolina. The church strives to maintain its self-support status and keep current other financial obligations. Currently this church is repaying two loans to the Presbytery which will be satisfied within the next three years. The church is current on these loans and has increased its benevolence by 18% over the last 4 years. Until June 1992, the minister lived in the church manse. Presently, the manse is vacant and needs a new roof before it can again become habitable; it is anticipated that rent (or money from the sale thereof) will provide income for the minister's current housing allowance.

ACTION:

36. Salem Presbytery approved of a grant to the Dellabrook Presbyterian Church in the amount of $2,800 for replacement of the manse roof. (In the event the manse is sold, grant amount must be returned to the Presbytery.

WORKTRIP - HURRICANE ANDREW

Bob Button and Chis Rodenbough reported on the worktrip to Florida to help in the rebuilding in the aftermath of Hurricane Andrew.

INTERNATIONAL MISSION COMMITTEE
Robert Pittard, Moderator

Charles and Marian Cameron of our Presbytery were made aware of the following situation during their 3 months as Volunteers in Mission to the Tease Agriculture and Development Project on the Afram Plains, Ghana, in 1992. The village of Tease has a population of 3,000; if the surrounding areas are included the number is 6,000. On May 24, 1992, the members of Salem Presbyterian Church, Tease, celebrated the elevation of their church to a district church.

The pastor of a district church is responsible for nurturing all the churches in the district. The pastor at Tease is the only ordained pastor in the district. There are many small churches in the district and they are being served by a catechist or an evangelist. These churches depend on this one local pastor for the administering of the sacraments and for nurturing. Because they are not receiving these services that they so badly need, the people are becoming discouraged.

Tease is in Kwahu Presbytery. The presbytery does not have money to support a pastor so Tease has a teacher as part-time pastor. This means he teaches in the school Monday through Friday and the Ministry of Education pays his salary. He has only Saturday and Sunday for his responsibilities as pastor. Kwahu Presbytery has a new very capable chairman and we saw the work he accomplished in the short time we were there. We are sure he is willing to build up the presbytery and strengthen the Tease Church. However, he has no funds to support ministry in this church. Salem churches' ministry is crucial to the continued progress of our Hunger Committee's projects in the area.

The salary for a full time pastor is $90 (U.S.) a month. The International Mission Committee recommends a plan to provide salary for a full time pastor at the Salem Presbyterian Church of Tease. We thereby request of Council permission to bring the following motion to the floor of Salem Presbytery's April meeting.

ACTION:

37. Salem Presbytery endorsed and recommended to its churches the funding of a project to provide the Tease Church to provide with salary for a full time pastor with the following plan: It will be a five year plan with a 20% decrease in funding each year with the understanding that this does not involve any presbytery budget money.

PRESBYTERIAN MEN

John Hamil reported to Presbytery on the changes taking place in Presbyterian Men's work.

PERSONNEL COMMITTEE
Rosa Yourse, Moderator

The Personnel Committee conducted a six-month performance review of the Reverend Dr. A. Michael Warren on March 23, 1993.

In an informal discussion, Michael Warren shared with the Committee the activities he has been involved with in carrying out his responsibilities as Associate Presbyter for Care and Development of Leadership.

The review was very satisfactory and the Committee commended Michael Warren for his job performance for the past six months. The Personnel Committee believes that Salem Presbytery is indeed fortunate to have Michael Warren on our staff.

ACTION:

38. Salem Presbytery commended the Reverend Dr. A. Michael Warren for his work during the past six months, and a prayer of thanksgiving and intercession was offered for him asking God's continued blessings on his work.

EVANGELISM
Robert M. Howard, Moderator

Robert Howard reported for the Committee.

BILLS AND OVERTURES

Steve Moss, Moderator, reported to the Presbytery the work of the Committee regarding the following Overture from the First Church (Winston-Salem):

An Overture to the General Assembly

Whereas, we of the Presbyterian Church (U.S.A.) are a people of the Word for whom the Holy Scriptures are the authoritative rule for faith and practice and the vehicle through which God has revealed normative truth for every age;

Whereas, these same Scriptures, along with the historic confessions of the Presbyterian Church (U.S.A.) proclaim the sinful condition of all human beings and call all to repentance and to "go and sin no more" and thus experience and enjoy God's forgiveness and restoration;

Whereas, for Christian people behavior of any kind which is incompatible with these same Scriptures and confessions invites discipline, especially if the behavior is overt and without repentance;

Whereas, when in the Presbyterian Church (U.S.A.) congregations ordain elders and deacons and presbyteries ordain Ministers of Word and Sacraments, they do so for the whole church and ont solely for ministry within their own life and boundaries;

Whereas, the General Assemblies of the Presbyterian Church (U.S.A.) and her predecessor bodies have historically determined through these same Holy Scriptures, and confessions of the Church, the standards for the ordination of elders, deacons, and Ministers of the Word and Sacraments, and, these standards declare that the personal conduct of all church officers is to be compatible with the Christian faith and life;

Whereas, the General Assemblies of the Presbyterian Church (U.S.A.) have historically and consistently determined through the standards set forth by the Scriptures and confessions what are to be identified as sins; and

Whereas, believing that ordination is not a right given to any and all, but rather a call extended by the Church under the guidance of the Holy Spirit upon those who meet the standards set forth by the Scripture and confessions of the church:

Therefore, the Presbytery of Salem overtures the 205th General Assembly of the Presbyterian Church (U.S.A.) to continue to define and maintain the official standards for the ordination of all Ministers of Word and Sacraments, elders and deacons that require conduct that is compatible with Christian faith and life as defined by Scripture and confessions, and thereby specifically sustains and affirms "the definitive guidance" requested of the 1978 General Assembly and reaffirmed by succeeding Assemblies with overwhelming support.

ACTIONS:

39. Presbytery approved the following recommendations of the Bills and Overtures Committee:

    That the Overture be amended to include the addition of the words "and at the same time to direct its Theology and Worship Unit (or its successor entity) actively to study emerging scientific, Biblical, and theological studies bearing on the subject of homosexuality and ordination" at the end of the Overture.

    That the Overture be sent to the Stated Clerk of the Presbyterian Church (U.S.A.) as a communication from Salem Presbytery.

    That the Commissioners from Salem Presbytery to the 205th General Assembly be requested to place the overture before the General Assembly as a commissioner's overture, if they can in good conscience do so.

40. In light of the fact that it is too late to get an Overture before this meeting of the General Assembly on June 2-9, Salem Presbytery approved the changing of the word "Overture" to "offer its guidance to" and requested the Presbytery Stated Clerk to send it to the Presbyterian Church (U.S.A.) Stated Clerk along with the communication that the vote was not unanimous.

NOMINATIONS COMMITTEE
Ed Mack, Moderator

ACTION:

41. The following persons were elected as Commissioners to the 1993 Synod of the Mid-Atlantic meeting:

Elder Principals

Jean Watkins (Siler City)
Robert Gilchrist (Shady Side)
Esther Preston (Highland)
Mildred Hart (Prospect)
Horace Penn (First [Eden])
Stuart McRimmon (Starmount)
William E. Riggs (First [Reidsville])
Anne McKee (New Creation)

Minister Principals

Carlton Eversley (Dellabrook)
Bill Weckerly (Graham)
David Henry (Vandalia)
Larry Summey (Franklin)
John Eliason (Piedmont)
Ethel Simonetti (Dogwood Acres)
John Handley (Presbytery Staff)
E. B. Freeman (St. Paul [High Point])

Elder Alternate

William S. Hall (Thyatira)
Jim Smith (Stony Creek)

Minister Alternates

Harold Fuller (Parkway)
Ivan Lowery (Cameron/Mt. Vernon/Second [Mocksville])

Principal Youth Advisory Delegate

Christy Zorn (John Calvin)
Walker Davidson (First [Greensboro]) - previously elected

ACTION:

42. The following persons were elected to fill vacancies in the structure as stated:

International Missions

Class of '94
Mrs. Ruth Metzel (Collinstown/Francisco)

Class of '95
Ms. Mary Wade (Grace)

REPORT OF THE STATED CLERK

Sessional Records Review

It was reported earlier that the 1991 records for the First Korean Church of Greensboro were reported "In Process". Those records are now complete and are now approved.

The review dates for the 1992 records are as follows:

May 8, Saturday, 3:00 - 4:30 p.m. - Fifth Creek Church (Statesville)
May 23, Sunday, 2:30 - 4:00 p.m. - Siler City Church (Siler City)
May 23, Sunday, 7:00 - 8:30 p.m. - Wentworth Church (Wentworth)
June 13, Sunday, 2:00 - 3:30 p.m. - Glendale Springs Church (Glendale Springs)
June 19, Saturday, 1:00 - 2:30 p.m. - First Church (Winston-Salem)
June 19, Saturday, 3:30 - 5:00 p.m. - First Church (Mt. Airy)
June 27, Sunday, 1:30 - 3:00 p.m. - St. Paul Church (Greensboro)

Clerks should make plans to attend one of those events with their 1992 records.

Overture from First Church (Winston-Salem) concerning General Assembly policies concerning ordination cites the action of the former United Presbyterian Church at the 1978 General Assembly. The abbreviated text of that "Definitive Guidance" entitled "The Church and Homosexuality" is enclosed with this report for your information (Appendix I, pp. 168-169). It is the action mentioned in the Overture from First Church, Winston-Salem, which was mailed to each commissioner in addition to the original packet.

Harmony Church Requests Dissolution

The Harmony congregation of Iredell County is in the process of requesting that Salem Presbytery dissolve that church. In order to provide pastoral support and facilitate both the details and arrangements necessary, and to provide for a celebration of Harmony Church's ministry through the years, it is recommended

ACTION:

43. Presbytery approved the appointment of an Administrative Commission of 7 persons to attend to the dissolution of the Harmony Church, to be named by the Presbytery Council.

RESOLUTIONS COMMITTEE

McLean Faw presented and Presbytery approved the following resolution.

ACTION:

44. Presbytery approved the following resolution and included it as a part of the Minutes of this Eighteenth Stated Meeting of Salem Presbytery:

RESOLUTION OF APPRECIATION

On behalf of Salem Presbytery, the Resolutions Committee proposes the following resolution of appreciation:

Whereas, First Presbyterian Church of Burlington provided warm hospitality, an excellent meal, and a time for fellowship,

Whereas, we have been blessed with new ministers to serve in Salem Presbytery and offer Godspeed to those leaving us,

Whereas, we have heard the preaching of the Word of God and were led to the table of our Lord as we broke bread and shared the cup,

Whereas, we have enjoyed a beautiful spring day,

Therefore, let it be resolved, that we hereby give thanks to God for Salem Presbytery, and all of Salem's faithful servants through Jesus Christ our Lord and Savior.

ADJOURNMENT AND BENEDICTION

There being no further business, the Eighteenth Stated Meeting of Salem Presbytery was adjourned with prayer by the Moderator at 3:30 p.m. The next Stated Meeting will be July 23-24, 1993, at Lees-McRae College in Banner Elk, North Carolina, beginning at 10:00 a.m. on July 23.

Attested:
John M. Handley
John M. Handley
Stated Clerk

APPENDIX A

SALEM PRESBYTERY
EIGHTEENTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
BURLINGTON, NORTH CAROLINA

DOCKET

April 27, 1993

*Denotes Order of the Day

*** 9:00 a.m.**	**Call to Order, Hymn and Prayer**	
	Sermon by Candidate for Ordination *Dale Davidson*	
9:20	Organization of Presbytery Quorum Docket and Omnibus Motion Welcome by host church Moderator's Welcome to any corresponding members present and elders attending Presbytery for the first time Communications Appointment of Resolutions Committee Appointment of Bills & Overtures Committee	*Cindy Higgins*
9:35	Committee on Ministry	*Laura Spangler*
	Examinations 1 Ordinand Dale Davidson, Church of Cross Assoc. Salem Candidate 3 transfers Dwight Barker, Retired F. David Kivett, Pastor, First (Reidsville) William F. Stephens, III, Pastor, Trinity (Elon College)	*Russ Ward*
	Sexual Misconduct Policy	*Ann Jahnes* *Ed Brammer*
	Committee on Preparation for Ministry	*David Daniel*
10:25	TELLIT (Congregational Life, Peacemaking)	
10:30	Bicentennial Committee	*Herb Nelson*
11:00	Council	*Neel Fleming*
11:05	Evangelism	*Robert Howard*
11:10	Ecumenical Visitor *Father James Plavcan* *Blessed Sacrament Catholic Church*	
11:15	Church Development	*Bill Hylton*
11:25	TELLIT 2 (Parks Williams, Paul Ransford)	
***11:30**	**Worship and Communion** *Preacher: Rev. George Pike, The Bicentennial Fund*	

12:30 p.m.	LUNCH - with time for conversation	
1:30	Prayers of Intercession/Dedication of Two-Cents-Per-Meal/Pennies for Hunger	*Charles Cameron*
1:35	Worktrip Report - Hurricane Andrew	*Bob Button* *Chis Rodenbough*
1:40	International Missions	*Marian Cameron*
1:45	Changes in Men's Work	*John Hamil*
1:48	Bills & Overtures First Church (Winston-Salem) Overture	
2:17	Personnel Committee	
2:27	Nominating Committee	*Ed Mack*
2:32	Stated Clerk Report	*John Handley*
2:33	Resolutions Committee	
* 2:38	**BENEDICTION AND ADJOURNMENT**	

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
April 27, 1993

A. Supporting information on minister changes:

1. To other presbyteries

: Fran Phillips Olson - to New Hope Presbytery as member-at-large

2. From other presbyteries

: Dwight L. Barker - retired from Coastal Carolina Presbytery
- Certificate of Dismission from Coastal Carolina Presbytery

: F. David Kivett - called to First Church Reidsville from Western Kentucky Presbytery
- Certificate of Dismission from Western Kentucky Presbytery
- Call Forms
- Installation Commission

: William F. Stephens, III - called to Trinity Church (Elon College) from North Alabama Presbytery
-
- Call Forms
- Installation Commission

3. Within Presbytery

: Dale Davidson - Candidate under care of Salem Presbytery called to Church of the Cross as Associate Pastor
- Call Forms
- Ordination/Installation Commission

Reference: Committee on Ministry

B. Minutes of Ordination/Installation Commissions

1. Linda Blessing, Hills and Pine Ridge Churches
2. James Mauldin, Hills and Pine Ridge Churches
3. Margret L. Henderson, Associate, Highland Church
4. William T. Wing, III, Unity Church

Reference: Committee on Ministry

C. Letter from Guilford Park Church requesting dissolution of pastoral relation between the church and Rev. Don Lannon.

Reference: Committee on Ministry

D. Application for Retirement Pension for Allen E. Morrison

Reference: Stated Clerk

E. Letter from PSCE regarding Tolly Thompson Award to First Church (Mt. Airy)

Reference: Stated Clerk

Presbyterian
School
OF CHRISTIAN EDUCATION

March 30, 1993

Mr. John M. Handley
Salem Presbytery
2554 Lewisville-Clemmons Road
Clemmons, NC 27021

Dear Mr. Handley:

Congratulations! It is my pleasure to inform you that First (Mt. Ai Presbyterian church in your presbytery has been chosen as this year's recipient of the Tolly Thompson Award. This is one of the Presbyterian School of Christian Education Vision Awards administered annually to recognize excellence in Christian education and outreach in our PCUSA churches.

We would like to invite you to participate in the recognition of First Presbyterian church in the following ways:

* profile this outstanding program in your next presbytery publication (please remember to include that they are the recipients of the Tolly Thompson award administered by PSCE.)

* plan to send a representative to the PSCE dinner during General Assembly in Orlando on June 5.

An invitation to the dinner will be sent to you in May. If a member of First Presbyterian church is not able to attend the dinner, we may be asking you to accept the award on their behalf.

The Presbyterian School of Christian Education thanks you for your support of Christian education and Christian educators within your bounds.

Sincerely,

Grace C Yeuell

Grace C. Yeuell
Chairperson, Vision Awards Committee

A Graduate Center for Educational Ministry
1205 Palmyra Avenue • Richmond, Virginia 23227 • Telephone (804) 359-5031

MINUTES OF COMMISSIONS COMMITTED TO THE RECORD

The Presbytery received and admitted to record the following minutes of Administrative Commissions appointed to ordain/install ministers.

INSTALLATION OF LINDA L. BLESSING AS CO-PASTOR OF THE HILLS AND PINE RIDGE PRESBYTERIAN CHURCHES

The Commission appointed by Salem Presbytery to install Linda L. Blessing as Co-Pastor of the Hills and Pine Ridge Presbyterian Churches, met at the Hills Presbyterian Church, February 21, 1993, at 5:00 p.m. The meeting was called to order by Rev. Guy Hunt. The prayer was offered by Mr. Barbara Key. The following members were present: Ministers Paul Ridolfi, Guy Hunt, Jesse Bledsoe, Carter Shelley; Elders Peggy Taylor, Orville Taylor, Kathryn Martinat, and Barbara Key. Guy Hunt was elected Moderator of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 5:00 p.m., the Moderator presiding. Carter Shelley preached the sermon using as her text II Samuel 12:1-7, Luke 7:36-50 and her topic, "Called By God and Two Congregations". Peggy Taylor of the Pine Ridge Church propounded the constitutional questions to the minister and to the congregation. Barbara Key of the Hills Church offered the prayer of installation. Linda Blessing was declared duly installed as Co-Pastor of the Hills and Pine Ridge Presbyterian Churches according to the Constitution of the Presbyterian Church (U.S.A.). Kathryn Martinat charged the Pastor, and Jesse Bledsoe charged the congregation.

Linda L. Blessing, the newly installed Co-Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Orville Taylor.

INSTALLATION OF JAMES M. MAULDIN AS CO-PASTOR OF THE HILLS AND PINE RIDGE PRESBYTERIAN CHURCHES

The Commission appointed by Salem Presbytery to install James M. Mauldin as Co-Pastor of the Hills and Pine Ridge Presbyterian Churches met at the Hills Church February 21, 1993, at 5:00 p.m. The meeting was called to order by Guy Hunt. The prayer was offered by Barbara Key. The following members were present: Ministers Paul Ridolfi, Guy Hunt, Jesse Bledsoe, Carter Shelley; Elders Peggy Taylor, Orville Taylor, Kathryn Martinat, and Barbara Key. Guy Hunt was elected Moderator of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 5:00 p.m., the Moderator presiding. Carter Shelley preached the sermon using as her text II Samuel 12:1-7, Luke 7:36-50 and her topic, "Called By God and Two Congregations". Peggy Taylor of the Pine Ridge Church propounded the constitutional questions to the minister and to the congregation. Barbara Key of the Hills Church offered the prayer of installation. Jim Mauldin was declared duly installed as Co-Pastor of the Hills and Pine Ridge Presbyterian Churches according to the Constitution of the Presbyterian Church (U.S.A.). Kathryn Martinat charged the Pastor, and Jesse Bledsoe charged the congregation.

James M. Mauldin, the newly installed Co-Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Orville Taylor.

INSTALLATION OF MARGRET LEWIS HENDERSON AS ASSOCIATE PASTOR OF HIGHLAND PRESBYTERIAN CHURCH

The Commission appointed by Salem Presbytery to install Margret Lewis Henderson as Associate Pastor of Highland Presbyterian Church, met in the parlor of Highland Presbyterian Church at 4:30 p.m. The meeting was called to order by Steve McCutchan. The prayer was offered by Susan Dobyns. The following members were present: Ministers Susan Dobyns, Carl Dumford, Steve McCutchan, Lisa Mullen, Sam Stevenson; Elders Margaret Elliott, and Tommy Nelson. Susan Dobyns was elected Moderator, and Steve McCutchan, Clerk of the Commission. Guest ministers Jon Brown of Western North Carolina Presbytery, Rene' Griffin of the American Baptist Church, and Laura Jernagan of the Presbytery of the James were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 5:00 p.m., the Moderator presiding. Laura Jernagan preached the sermon using as her text Exodus 19:1-8 and I Peter 2:4-10 and her topic, "Holy Priests". Susan Dobyns propounded the constitutional questions to the minister. Tommy Nelson propounded the constitutional questions to the congregation. Susan Dobyns offered the prayer of installation. Maggi Henderson was declared duly installed as Associate Pastor of Highland Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Jon Brown charged the Associate Pastor and Carl Dumford charged the congregation.

Maggi Henderson, the newly installed Associate Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Steve McCutchan.

INSTALLATION OF WILLIAM T. WING, III AS PASTOR OF THE UNITY PRESBYTERIAN CHURCH

The Commission appointed by Salem Presbytery to install William T. Wing, III as Pastor of Unity Presbyterian Church, met in the church office February 7, 1993, at 3:15 p.m. The meeting was called to order by Malcolm Bullock. The prayer was offered by Frank Collier. The following members were present: Ministers Malcolm Bullock, Frank Collier, Robert J. Goforth; Elders Hannah Padgett, Dorothy W. Luther, and Robert F. Bost. Malcolm Bullock was elected Moderator and Robert J. Goforth, Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 3:30 p.m., the Moderator presiding. Robert J. Goforth preached the sermon using as his text John 1:35-43 and his topic, "What Do You Want From Me". Malcolm Bullock propounded the constitutional questions to the minister. Robert Bost propounded the constitutional questions to the congregation. Robert Goforth offered the prayer of installation. William T. Wing, III was declared fully installed as Pastor of Unity Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Malcolm Bullock charged the pastor and the congregation.

William T. Wing, III, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Malcolm Bullock.

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CHANGES IN TERMS OF CALL               DATE: 03-19-1993     PAGE:              1
NAME:                                  CHURCH:              LOCATION:
Frank          Allen                   Westminster          Burlington
--------------------------------------------------------------------------------
    28670.00   Salary                          10500.00 Pension/Medical
               Social Security                   850.00 Continuing Ed.
               Housing All.                     3000.00 Auto. Expense
               Fur. & Util. Allow.
MANSE                     Tax Des.              4 weeks Vacation
                                                2 weeks Study Leave
    28670.00   Total Compensation              43020.00 Total Cost To Church
--------------------------------------------------------------------------------

NAME:                                  CHURCH:              LOCATION:
Malcolm        Bullock                 First - Assoc.       Salisbury
--------------------------------------------------------------------------------
    26728.00   Salary                           6451.00 Pension/Medical
     2350.00   Social Security                          Continuing Ed.
     4000.00   Housing All.                             Auto. Expense
               Fur. & Util. Allow.              5400.00 Professional Expense
                          Tax Des.              4 weeks Vacation
                                                2 weeks Study Leave
    33078.00   Total Compensation              46929.00 Total Cost To Church
--------------------------------------------------------------------------------

NAME:                                  CHURCH:              LOCATION:
David          Daniel                  Bixby                Advance
--------------------------------------------------------------------------------
    22004.01   Salary                           8491.50 Pension/Medical
     2188.30   Social Security                   750.00 Continuing Ed.
               Housing All.                     2800.00 Auto. Expense
               Fur. & Util. Allow.
MANSE                     Tax Des.              4 weeks Vacation
                                                2 2eeks Study Leave
    24192.31   Total Compensation              36233.81 Total Cost To Church
--------------------------------------------------------------------------------

NAME:                                  CHURCH:              LOCATION:
Robert         Evans, III              North Wilkesboro     North Wilkesboro
--------------------------------------------------------------------------------
    25332.00   Salary                          12061.00 Pension/Medical
     3046.00   Social Security                   900.00 Continuing Ed.
    11446.00   Housing All.                     3250.00 Auto. Expense
               Fur. & Util. Allow.               820.29 Dental Coverage
                          Tax Des.              4 weeks Vacation
                                                2weeks  Study Leave
    39826.00   Total Compensation              56857.29 Total Cost To Church
--------------------------------------------------------------------------------

NAME:                                  CHURCH:              LOCATION:
James          Henderson               Calvary              Statesville
--------------------------------------------------------------------------------
    18000.00   Salary                           6661.00 Pension/Medical
     1691.00   Social Security                   550.00 Continuing Ed.
     5100.00   Housing All.                     2800.00 Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.              4 weeks Vacation
                                                2 weeks Study Leave
    24791.00   Total Compensation              34802.00 Total Cost To Church
--------------------------------------------------------------------------------
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CHANGES IN TERMS OF CALL               DATE: 03-19-1993     PAGE:              2
NAME:                                  CHURCH:              LOCATION:
Cynthia        Higgins                 Starmount - assoc.   Greensboro  50% time
--------------------------------------------------------------------------------
     7750.00   Salary                           5054.00 Pension/Medical
               Social Security                   500.00 Continuing Ed.
    10300.00   Housing All.                     1446.00 Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.              4 weeks Vacation
                                                2 weeks Study Leave
    18050.00   Total Compensation              25050.00 Total Cost To Church
--------------------------------------------------------------------------------

NAME:                                  CHURCH:              LOCATION:
Robert         Howard                  First                Statesville
--------------------------------------------------------------------------------
    20000.00   Salary                           8700.00 Pension/Medical
     2210.00   Social Security                   850.00 Continuing Ed.
               Housing All.                     2600.00 Auto. Expense
     2840.00   Fur. & Util. Allow.
MANSE                     Tax Des.              4 weeks Vacation
                                                2 weeks Study Leave
    25050.00   Total Compensation              37200.00 Total Cost To Church
--------------------------------------------------------------------------------

NAME:                                  CHURCH:              LOCATION:
Joanne         Hull                    Gilford Park         Greensboro
--------------------------------------------------------------------------------
    20040.00   Salary                           9975.00 Pension/Medical
     2256.00   Social Security                   550.00 Continuing Ed.
     9400.00   Housing All.                     3379.00 Auto. Expense
               Fur. & Util. Allow.               217.00 Dental Insurance
                          Tax Des.              4 weeks Vacation
                                                2 weeks Study Leave
    31696.00   Total Compensation              45817.00 Total Cost To Church
--------------------------------------------------------------------------------

NAME:                                  CHURCH:              LOCATION:
Henry          Keating                 First - Assoc.       Winston-Salem
--------------------------------------------------------------------------------
    36000.00   Salary                          16277.00 Pension/Medical
     4131.00   Social Security                   750.00 Continuing Ed.
    18000.00   Housing All.                     6000.00 Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.              4 weeks Vacation
                                                2 weeks Study Leave
    58131.00   Total Compensation              81158.00 Total Cost To Church
--------------------------------------------------------------------------------

NAME:                                  CHURCH:              LOCATION:
James          Layman                  Starmount            Greensboro
--------------------------------------------------------------------------------
    30915.00   Salary                          15214.00 Pension/Medical
               Social Security                  1000.00 Continuing Ed.
    22385.00   Housing All.                     3120.00 Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.              4 weeks Vacation
     1035.00   Medical Deductible               2 weeks Study Leave
    54335.00   Total Compensation              73669.00 Total Cost To Church
--------------------------------------------------------------------------------
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CHANGES IN TERMS OF CALL           DATE: 03-19-1993    PAGE:           3
NAME:                              CHURCH:             LOCATION:
David        Lee-Andrews           Concord             Statesville
--------------------------------------------------------------------------
    24795.00   Salary                        8575.91 Pension/Medical
     3793.64   Social Security               1500.00 Continuing Ed.
               Housing All.                  2474.85 Auto. Expense
     3936.45   Fur. & Util. Allow.
MANSE                      Tax Des.          4 weeks Vacation
                                             2 weeks Study Leave
    32525.09   Total Compensation           45075.85 Total Cost To Church
--------------------------------------------------------------------------

NAME:                              CHURCH:             LOCATION:
Thomas       Miller                Forest Park         Statesville
--------------------------------------------------------------------------
    25445.00   Salary                       10183.00 Pension/Medical
     2530.50   Social Security                750.00 Continuing Ed.
               Housing All.                  3600.00 Auto. Expense
               Fur. & Util. Allow.            768.20 Dental Coverage
MANSE          (6000)      Tax Des.          4 weeks Vacation
                                             2 weeks Study Leave
    27975.50   Total Compensation           43276.70 Total Cost To Church
--------------------------------------------------------------------------

NAME:                              CHURCH:             LOCATION:
David        Partlington           Shallowford         Lewisville
--------------------------------------------------------------------------
    21751.00   Salary                       11711.00 Pension/Medical
     1923.00   Social Security               1860.00 Continuing Ed.
               Housing All.                  2000.00 Auto. Expense
     3000.00   Fur. & Util. Allow.
MANSE                      Tax Des.          4 weeks Vacation
     1200.00   Medical Allowance             2 weeks Study Leave
     4265.00   Manse Equity Allow.
    32139.00   Total Compensation           47710.00 Total Cost To Church
--------------------------------------------------------------------------

NAME:                              CHURCH:             LOCATION:
Andral       Plexico               Hawfields           Mebane
--------------------------------------------------------------------------
    27552.50   Salary                       13890.00 Pension/Medical
     2107.00   Social Security                750.00 Continuing Ed.
               Housing All.                  8500.00 Auto. Expense
               Fur. & Util. Allow.
MANSE                      Tax Des.          4 weeks Vacation
                                             2 weeks Study Leave
    29659.50   Total Compensation           52799.50 Total Cost To Church
--------------------------------------------------------------------------

NAME:                              CHURCH:             LOCATION:
Phillip      Pogue                 Glendale Springs    Laurel Fork
--------------------------------------------------------------------------
    18064.00   Salary                        7079.00 Pension/Medical
     1797.00   Social Security                550.00 Continuing Ed.
               Housing All.                  2800.00 Auto. Expense
               Fur. & Util. Allow.
MANSE          (2000)      Tax Des.          4 weeks Vacation
                                             2 weeks Study Leave
    19861.00   Total Compensation           30290.00 Total Cost To Church
--------------------------------------------------------------------------
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CHANGES IN TERMS OF CALL           DATE: 03-19-1993    PAGE:           4
NAME:                              CHURCH:             LOCATION:
Russell      Ritchell, Jr.         First               Winston-Salem
--------------------------------------------------------------------------
    50000.00   Salary                       22607.00 Pension/Medical
     5738.00   Social Security               3000.00 Continuing Ed.
    25000.00   Housing All.                  5000.00 Auto. Expense
               Fur. & Util. Allow.
                           Tax Des.          4 weeks Vacation
                                             2 weeks Study Leave
    80738.00   Total Compensation          111345.00 Total Cost To Church
--------------------------------------------------------------------------

NAME:                              CHURCH:             LOCATION:
Dennis       Sebesan               Jamestown           Jamestown
--------------------------------------------------------------------------
    20550.00   Salary                       13153.00 Pension/Medical
     5875.00   Social Security               1700.00 Continuing Ed.
    20550.00   Housing All.                  2400.00 Auto. Expense
               Fur. & Util. Allow.
                           Tax Des.          4 weeks Vacation
                                             2 weeks Study Leave
    46975.00   Total Compensation           64228.00 Total Cost To Church
--------------------------------------------------------------------------

NAME:                              CHURCH:             LOCATION:
Robert       Tolar, Jr.            First               Asheboro
--------------------------------------------------------------------------
    16759.00   Salary                        8284.00 Pension/Medical
     2240.00   Social Security                500.00 Continuing Ed.
    10586.00   Housing All.                  1232.00 Auto. Expense
               Fur. & Util. Allow.
                           Tax Des.          4 weeks Vacation
                                             2 weeks Study Leave
    29585.00   Total Compensation           39601.00 Total Cost To Church
--------------------------------------------------------------------------

NAME:                              CHURCH:             LOCATION:
Scott        Woodmansee            First               High Point
--------------------------------------------------------------------------
    40299.00   Salary                       14669.00 Pension/Medical
               Social Security               1040.00 Continuing Ed.
               Housing All.                  5000.00 Auto. Expense
               Fur. & Util. Allow.
MANSE & UTIL               Tax Des.          4 weeks Vacation
                                             2 weeks Study Leave
    40299.00   Total Compensation           61008.00 Total Cost To Church
--------------------------------------------------------------------------

NAME:                              CHURCH:             LOCATION:
Richard      Wurst, Jr.            Stony Creek         Burlington
--------------------------------------------------------------------------
    19500.00   Salary                        7619.00 Pension/Medical
     2097.00   Social Security               1000.00 Continuing Ed.
     5610.00   Housing All.                  3300.00 Auto. Expense
     4300.00   Fur. & Util. Allow.           2550.00 Pro. Exp./ Med. Cost
                           Tax Des.          4 weeks Vacation
                                             2 weeks Study Leave
    31507.00   Total Compensation           45976.00 Total Cost To Church
--------------------------------------------------------------------------
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CHANGES IN TERMS OF CALL          DATE: 03-19-1993      PAGE:           5
NAME:                             CHURCH:               LOCATION:
Robert       Yoder                Bethesda              Statesville
---------------------------------------------------------------------------
    21013.20   Salary                       6409.48 Pension/Medical
     2089.76   Social Security               750.00 Continuing Ed.
        0.00   Housing All.                 2600.00 Auto. Expense
        0.00   Fur. & Util. Allow.             0.00
MANSE          (2000)      Tax Des.         4 weeks Vacation
        0.00                                2 weeks Study Leave
        0.00
    23102.96   Total Compensation          35062.44 Total Cost To Church
---------------------------------------------------------------------------
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APPENDIX E

COM LIAISON WORKSHEET

Name of Church______________________

Clerk of Session______________________
Address______________________
City/State______________________
Phone______________________

Date Position Vacated______________
Position Sought______________________

Moderator______________________
Address______________________
City/State______________________
Phone______________________

PNC Chairperson______________________
Address______________________
City/State______________________
Phone______________________

DATE

__________ Outgoing Pastor or COM/Liaison meet with Session for planning and Exit Interview.

__________ CIF presented to Session.

__________ Self study/Mission study selected.

__________ Steering Committee Chairperson______________________
Phone__________ or __________

__________ Self study/Mission study completed.

__________ PNC elected.

__________ PNC trained.

__________ Meetings to complete CIF (if necessary)________ ________

__________ CIF sent to Presbytery's Office.(by whom______________)

__________ PNC cleared to interview.

__________ PIF's received by PNC.

__________ Interview(s) begin

__________ Notify Associate Executive or Executive Presbyter of person(s) to be screened.

__________ PNC and candidate informed of the date of the COM meeting and data required and the COM's procedure.
- ________ Call conforms to approved form (B.O. G-14.0506).
- ________ One page autobiography and one page Statement of Faith

______________________ Liaison Signature

__________ Date

Please feel free to make additional comments on the back!!

RECEIVING MINISTERS FROM OTHER DENOMINATIONS

1. The COM or a subcommittee of COM shall meet with a minister from another denomination interested in becoming a PCUSA minister to discover the extent of their PCUSA experience and the reasons why that person wants to change denominations. If the experience and reasons are acceptable, it shall be determined whether the denomination is in correspondence with the PCUSA. If not, then proceed with #2. If so, proceed with #3. Upon receiving request from the minister to be received as a member of Salem Presbytery, a peer/mentor relationship shall be established by the COM.

2. An inquiry should be placed in the care of the Committee on Preparation For Ministry for appropriate testing, study and experience before COPM recommends to COM that the person is ready for a call. Such testing includes:

   a. Evidence of a baccalaureate degree or its equivalent from an accredited college or university and a theological degree from an institution requiring not less than 3 years residence. COPM reserves the right to conduct their own inquiry to deem acceptable the institution from which the theological degree was earned.

   b. Evidence of having successfully taken the standard ordination examinations of the PCUSA.

   c. Receive from prior denomination, or ordaining body, a record of ordination in good standing.

3. Receive from prior denomination a record of ordination in good standing. Ordinarily, a record of successful completion of the ordination exams is required. Exceptions may be made for particular expertise in one or more areas covered by the ordination exams.

4. All ministers from other denominations shall get permission from the COM in order to circulate his/her PIF among churches in Salem Presbytery.

5. The COM, with the Examinations Committee, shall examine the minister in order to discover awareness of racial and gender diversity.

6. With the Examinations Committee, the COM shall examine the minister on Christian faith and on views in theology, the authority of scripture, the sacraments and the system of government of the Presbyterian Church.

7. The COM shall approve the call and recommend that Presbytery approve the call as a call to a validated ministry.

8. Receive dismissal from the judicatory of membership, removal from rolls of former denominations and hear minister's willingness to give up all claims to ministry in that denomination. Be satisfied that the minister stands ready to affirm the ordination vows required of all ministers of the PCUSA.

9. Recommend that Presbytery recognize the minister's previous ordination to the office of minister upon the expression of the minister's acceptance of the obligation of the ordination vows required of a minister the BO, and upon accepting the obligation of the ordination vows that the minister be enrolled as a member of Presbytery.

10. Recommend that Presbytery appoint a commission to conduct a service of installation or recognition.

Unusual cases:

There may be exceptions to the above policy that lead the COM to believe that it is appropriate to recommend a minister from another denomination be received immediately for specific work. In that case it would be appropriate to use the extraordinary clause, thereby calling attention to the presbytery that this is an unusual procedure to be approved with extra care.

REFINED SEXUAL MISCONDUCT POLICY AND ITS PROCEDURES TO BE PRESENTED TO

THE 205TH GENERAL ASSEMBLY AT

ORLANDO, FLORIDA

JUNE 2 - 9, 1993

OUTLINE

PRESBYTERIAN CHURCH (USA)

SEXUAL MISCONDUCT POLICY AND ITS PROCEDURES

This policy and its procedures apply to all General Assembly entities and related bodies. It is recommended as a model to all other governing bodies and institutions.

I. Policy Statement

II. Background

    A. Purposes of Policy

    B. Standards of Conduct

III. Meeting The Needs of All Involved

    A. The Needs of the Accuser/Victim

    B. The Needs of the Accused

    C. The Needs of a Congregation in a Context of Sexual Misconduct

    D. The Needs of an Employing Entity in Cases of Sexual Misconduct

    E. The Needs of a Governing Body

IV. Responses to Allegations of Sexual Misconduct

    A. Principles

    B. The Response Management Team (RMT)

        1. Composition of the RMT

        2. Sources of Members for the RMT

        3. Convening of an RMT

        4. Role and Function of RMT

    C. Reporting Requirements

D. Alternatives to Judicial Process
  1. Arbitration
  2. Negotiation
  3. Mediation
  4. Dismissal of Charges or Allegations

E. Judicial Process (Book of Order)
  1. Accused Covered by Book of Order
  2. Accused Not Covered by Book of Order
  3. Governing Body or Entity Record Keeping

F. Financial Considerations

V. Education and Training

APPENDICES

Appendix A: Definitions

Appendix B: Employment Procedures with Forms

Appendix C: Risk Management Considerations

General Assembly of
the Presbyterian Church (U.S.A.)

Sexual Misconduct Policy and its Procedures

I. Policy Statement

It is the policy of the Presbyterian Church (U.S.A.) that all church members, church officers, non-member employees, and volunteers of governing bodies and entities of the church are to maintain the integrity of the ministerial, employment, and professional relationship at all times. Sexual misconduct is not only a violation of the principles set forth in Scripture, but also of the ministerial, pastoral, employment, and professional relationship. It is never permissible or acceptable.

II. Background

A. Purposes of Policy

The attached policy and procedures regarding sexual misconduct by persons in positions of religious leadership derive from an understanding of the public and spiritual trust held by the Presbyterian Church (U.S.A.). In adopting this policy and its procedures, the church is concerned to offer guidelines that will assure appropriate steps are taken to investigate and remedy incidence of misconduct, to care for all persons involved, and to provide information to help prevent future instances of abuse. We are also aware we must consider not only the needs of accuser/victims and offenders, but also those of congregations, governing bodies and entities, and those in employment settings where misconduct has occurred. A principal criterion for our work has been: Will the policy serve the Church by guiding and enabling us to act for justice, healing, and restoration?

The need for a denominational policy on sexual misconduct by ministers or other persons in positions of religious leadership is painfully apparent. The incidence of reported cases is sobering. Some presbyteries have multiple cases pending. Some statistical evidence suggests between 10 and 23 percent of clergy of all faiths nationwide have engaged in inappropriate sexual behavior or inappropriate sexual contact with parishioners, clients, or employees with whom they have a professional relationship.[1] The toll of suffering resulting from such behavior is staggering. The legal consequences for the denomination are enormous. We face a crisis terrible in its proportions and devastating in its implications. We recognize that a primary barrier to responding appropriately to sexual misconduct is because often religious leaders are not able to recognize and believe that such behavior happens. In a context of pastoral or religious trust, it is hard to recognize abusive behavior because we do not expect to see it. Rather, just as in families where incest occurs, we often find that we choose not to see.[2]

When that occurs, we too are complicit, whether knowing or unknowingly, in the abuse. Social and religious consciousness has made us much more aware of this grievous problem, and accordingly, we must assume responsibility for appropriate intervention and prevention strategies.

By the adoption and use of this sexual misconduct policy and procedures, the General Assembly seeks to offer guidance in the kind of behavior appropriate to the role and responsibilities of religious leadership, to suggest procedures for accountability when allegations of misconduct are made, and to assure appropriate physical, emotional, and spiritual care for all involved. The goals of the policy are:

1. To set and enforce standards of ethical behavior consistent with reformed tradition and secular law.

2. To recommend procedures for inquiry and effective response to allegations of sexual misconduct and protection of persons in the church.

3. To assure that the personal, emotional, spiritual, pastoral, legal, and financial needs of all affected parties are addressed in cases of sexual misconduct in the Church.

4. To serve as a guide for the prevention of sexual misconduct in the church through appropriate training and supervision of employees, education of laity and clergy, and nurturance of the spiritual, emotional, and physical well-being of all God's people.

5. To suggest alternative means by which instances of sexual misconduct may be remedied without recourse to church judicial process where possible and appropriate.

6. To assure that all necessary steps are taken to conform to the requirements and protections guaranteed under the Form of Government and the Rules of Discipline.

7. To recommend personnel policies to be used in the administration of employer/employee relationships within the governing bodies and entities of the Church other than at the General Assembly level, and to provide such personnel policies for all General Assembly entities and units.

8. To serve as a model for policies for adoption by related institutions of the Church, including colleges, universities, and theological institutions.

9. To further the peace, unity, and purity of the Church through justice and compassion.

This policy and its procedures reflect a keen awareness that child sexual abuse, as well as many instances of sexual misconduct with adults, represents forms of compulsive behavior.[3] Typically such persons will minimize, rationalize, and deny their inappropriate behavior. Offenders will continue in such behavior unless and until they are confronted and receive treatment. Apart from intervention, these offenders will not recover control of their actions.

Sexual abuse of adults or children causes one of the most severe levels of self-alienation and, therefore, of spiritual alienation. This policy and its procedures, makes it possible to respond pastorally to alleged offenders because it puts in place a mechanism for confronting their self-destructive behavior. Healing requires breaking their denial. Only then can the restorative process of repentance begin. In a pastoral sense, intervention represents a significant opportunity to restore spiritual as well as emotional healing for offenders though this is, admittedly, a long-term process. In addition, the quick, informed presence of Response Management Teams is intended to assure that those who are innocent of the allegations receive informed and sensitive care. The process will not leave unresolved charges to haunt one forever. This policy and its procedures include an effort to help assess the seriousness of the offense and, therefore, to help shape an appropriate restorative response for the offender.

This policy and its procedures make possible a pastoral response to the adult victim who has survived sexual misconduct. These survivors have experienced the profound betrayal not only of one whom they trusted -- often at a moment of vulnerability -- but also the betrayal of one who represents the symbolic power of a representative of God and the Church. These survivors are often deeply ashamed, fearful of the offender, and fearful of the blame and rejection they may receive from the congregation or church agency in which they work. They feel isolated. These emotions may inhibit them from reporting for a number of years, or forever. Moreover, there is a painful overlap between survivors of child sexual abuse and those abused as adults. This is known as re-victimization. In such cases, disclosure and recovery are all the more difficult. However, some survivors will eventually recognize and name their abuse. This frees them to seek help and to find the courage and support to break the silence, shame, guilt, and fear imposed upon them. It is at this point that the survivor may choose to call her or his abuser to account. It is impossible to predict whether and when this will occur in the life of a survivor.

This policy and its procedures assure that there will be a quick, informed, and skilled response to the accuser/victim's choice to break the secrecy that has kept them in bondage and perpetuated the abuse. The assurance is that emotional and spiritual guidance will be found and made available as quickly as possible.

Too often adult victims have found that their worst fears of rejection have become realized in their congregation or employing entity. This policy and its procedures become a visible sign that an institution which has been complicit in the survivor's victimization will now act positively to advocate for her or his healing and for justice. Provision is made for readily accessible, clear information so that accuser/victims may know where to turn at the point they decide to disclose the sexual misconduct. Through quick discernment of the facts and through preventive education, the congregation or employing entity may be less likely to respond by blaming the victim.

This policy and its procedures also help to assure the church's pastoral response to the most vulnerable, those who are survivors of child or adolescent sexual abuse by religious leaders. For them, betrayal of trust comes before they have developed an adequate sense of self or an adult sexuality. Their spirituality is also seriously affected by abuse of the symbolic power of a religious leader.

This policy and its procedures make a significant advance pastorally, and for justice, by recognizing that most children will not break the secret of abuse while a child.[4] Most will repress that abuse until later experiences or when developmental factors allow recall. Others may not repress, but instead may need the security of adult status in order to dare and speak. Adult victims may repress their abuse or not be able to come forward for years following the abuse. For this reason, the Rules of Discipline state that there is no time limit placed on the filing of charges in cases where sexual abuse is alleged. (D-7.1100.)

This policy and its procedures clearly avow that abuse is wrong, thus breaking the destructive cycle of denial and self-hatred that traps survivors in their shame, fear, and danger. The spiritual alienation that usually results from the sexual abuse of children and adolescents is doubly difficult when the perpetrator is a religious leader. This policy and its procedures on sexual misconduct intends to provide quick, informed, and caring responses to assure survivors due process and empowers them in the same context where their own power and identity were previously denied.

Congregations and employing entities also need to receive pastoral responses when an incident of sexual misconduct occurs within them. This policy and its procedures provides a means to confront the denial that predictably occurs in these contexts. Just as incest in a family means members are in complicity if only in not seeing and not believing, so in congregations and employing entities important questions need to be pursued and experiences need to be processed. This policy and its procedures names and describes sexual misconduct in ways that will help reduce vulnerability and exploitations. Systemically it is clear that if the experience of exploitation and the resulting grief and anger are not worked through, the congregation or entity continues to suffer and may, in fact, be revictimized because its denial is not confronted.

The denomination's integrity and ministry are at stake in the way it responds to the reality of sexual misconduct by those entrusted with religious leadership. This wound in the body of Christ cannot be healed easily, but healing can occur when a process occurs that seeks justice and restoration as set forth in this document.

Since those experiencing crises in their own personal or professional lives are more vulnerable to acting in inappropriate ways, governing bodies need to be ever more caring of their ministers' personal and professional lives. The more knowledge of its ministers that a presbytery or employing entity has, the more responsive that body can be in averting potential crises. The governing body or entity needs to remember that dealing with racial ethnic persons requires cultural sensitivity. Obviously, the more care able to be given to all staff and volunteers the better, not only in terms of prevention of sexual misconduct, but also in nurturing those who all too frequently receive too little nurturance themselves.

B. Standards of Conduct

As God who called you is holy,
be holy yourselves in all your conduct.
. . . .
Tend the flock of God that is your charge,
not under compulsion but willingly,
not for sordid gain but eagerly,
not lord it over those in your charge
but be examples to the flock.
. . . .
You know that we who teach
shall be judged with greater strictness.

1 Peter 1:15; 5:2; James 3:1, NRSV

The ethical conduct of all who minister in the name of Jesus Christ is of vital importance to the Church because through these representatives an understanding of God and the gospel's good news is conveyed. Their manner of life should be a demonstration of the Christian gospel in the church and the world. (G-6.0106)

The basic principles of conduct guiding this policy are as follows:

1. Sexual misconduct is a violation of the role of pastors, employees, volunteers, counselors, supervisors, teachers, and advisors of any kind who are called upon to exercise integrity, sensitivity, and caring in a trust relationship. It breaks the covenant to act in the best interests of parishioners, clients, co-workers, and students.

2. Sexual misconduct is a misuse of authority and power which breaches Christian ethical principles by misusing a trust relation to gain advantage over another for personal pleasure in an abusive, exploitative, and unjust manner. If the parishioner, student, client, or employee initiates or invites sexual content in the relationship, it is the pastor's, counselor's, officer's, or supervisor's responsibility to maintain the appropriate role and prohibit a sexual relationship.

3. Sexual misconduct takes advantage of the vulnerability of children and persons who are less powerful to act for their own welfare. It is antithetical to the gospel call to work as God's servant in the struggle to bring wholeness to a broken world. It violates the mandate to protect the vulnerable from harm.

III. Meeting the Needs of All Involved

In cases of sexual misconduct there are needs that have to be met for the good of all persons, groups and entities. For this reason, a Response Management Team will manage the process of meeting these needs, which will vary with the circumstances. In cases of sexual misconduct, these are the needs of accuser/victims and their families (if any), the accused and family (if any), employing entities, congregations, and governing bodies:

A. The Needs of the Accuser/Victim

The governing body, employing entity, and Response Management Team shall assure that adequate treatment and care are available for alleged victims of sexual misconduct and their families. The accuser/victim or family sometimes is so angry and alienated from the church that offers of help may be perceived as insincere or as attempts at a cover-up. If the accuser/victim or family at first refuses, the church should continue to offer help. Above all the church should not act in a self-protective manner by ignoring the accuser/victims and their families.

The extent of the damage to the accuser/victims of sexual misconduct will vary from person to person, and is influenced by such factors as the degree or severity of abuse, the age and emotional condition of the victim, human dynamics, and the importance of one's religious faith. The governing body, entity, and response management team is to assume in all cases that the accuser/victim has been wounded by the experience.

Feelings of guilt, shame, anger, mistrust, lowered self-esteem, unworthiness, and feelings of alienation from God, self, the religious community, and family are frequent injuries suffered by accuser/victims. It is important for the Response Management Team to be sensitive to the victim's pain and need for healing, and to act by making appropriate pastoral care available.

The following are some of the needs of the accuser/victim:

To Be Heard and Taken Seriously

From the time that the accuser/victim is first able to indicate that sexual misconduct has occurred, that person should receive immediate attention and serious consideration from all church representatives.

To Receive Pastoral and Therapeutic Support

The accuser/victim may require spiritual and professional assistance as a result of sexual misconduct. The Response Management Team should offer to help arrange for such support from a pastor and therapist, if the accuser/victim desires. Discussions with such people would be confidential, privileged conversations.

To Be Informed About Church Process and Progress With Regard to the Accusation

One member of the Response Management Team should be the church contact person for the accuser/victim. Frequently, this contact person will give the accuser/victim information as to what is happening in the church as a result of the accusation.

To Receive Legal Advice

The Response Management Team should suggest that the accuser/victim might benefit from independent legal advice. (Legitimate claims might be more effectively pursued and flimsy or false claims discouraged.) If requested, the Resource

Management Team should suggest ways in which independent legal advice can be obtained.

To Be Assured of An Advocate of One's Own Choosing

A accuser/victim may need continuing moral support from one individual who is present while the church process deals with the accusation. This advocate may be a relative, friend, or someone suggested by the Response Management Team. This advocate could speak for the accuser/victim, if necessary.

To Receive Restitution

The accuser/victim may simply wish to report sexual misconduct but often some form of restitution is wanted. The Response Management Team can suggest that the accuser/victim work out with the individual's pastor or therapist exactly what restitution is sought - for instance, financial compensation, removal from office of the accused, admission and apology from the accused, etc.

To Be Assured That Justice Will Be Pursued

The accuser/victim needs to be told by the Response Management Team, and shown by the processes of the church, that justice is being pursued through fact finding, truth telling, confrontation, and agreement which may include removal or temporary exclusion of the accused from office or adjudication of the complaint.

To Receive Healing and Reconciliation

In addition to specific forms of restitution mentioned above, the accuser/victim needs to receive a sense of healing and reconciliation with all concerned - the self, the family, the church and, ideally, the accused. The Resource Management Team can help bring this about using the church's processes and resources. While the above are needs of the accuser/victim, one recognizes that all of these needs may also not be met through a reasonable handling of a specific case, but may only occur over a lengthier period of time. All of these needs, however, should be taken seriously and compassionately, and the rights of the accuser/victim respected.

B. The Needs of the Accused

The governing body or entity shall offer treatment and care for the accused as well as alleged victims and families. If the accused is a minister, this is the responsibility of the committee on ministry. (G-11.0501)

Feelings of guilt, shame, anger, mistrust, lowered self esteem, depression, unworthiness, and feelings of alienation from God, self, the religious community, and family are often experienced by the accused. In addition, there may be fear of job loss, incarceration, and indignation if an allegation is false.

When a person is acquitted of charges, it is important for the governing body or entity to see that the acquittal is disseminated as widely as possible within their power, unless doing so would further injure the person falsely acquitted.

A church member or officer accused of sexual misconduct (the accused) usually has need of the following under this policy and its procedures document:

Information About the Charges

When an allegation of sexual misconduct has been received by the Response Management Team, it may notify the accused of the allegations. If the Team does notify the accused, it shall do so in writing and may advise the accused to have no further contact of any sort with the accuser, the victim, or the victim's family. It shall warn the accused that any statements made to the Team may be used against the accused in later proceedings.

If the Team does contact the accused in writing of the allegations, it should explain the process used by the governing body when an allegation of sexual misconduct has been made and the options available to the accused. It shall recommend that the accused seek legal advice immediately since the allegation could result in church discipline or civil or criminal court action.

Later, if the allegation proceeds to the initiation of a disciplinary case, provisions of the Rules of Discipline, Chapter VII, Disciplinary Cases, shall be followed.

Legal Advice and Assistance

The accused may seek legal advice from any source, but it should be noted that in church disciplinary or remedial cases "no person shall act as counsel who is not a member of the Presbyterian Church (U.S.A.)" (D-8.1000)

Stated clerks should maintain a list of Presbyterian lawyers who are willing to consider representing parties in church disciplinary cases.

The accused is responsible for his or her attorney fees but, if an allegation proceeds to the initiation of a disciplinary case and the accused is unable to employ counsel, the accused may request appointment of counsel under the provisions of D-8.1000b.

Personal Care

Whether the allegations about the accused are eventually found to be true or not, the accused deserves to be treated with Christian kindness and respect.

In addition to recommending that the accused seek legal advice, the Response Management Team may suggest that the accused seek spiritual support or professional counseling with someone whose conversations would be recognized by courts as confidential and privileged communication. The Team may suggest names of impartial clergy or therapists to the accused, but should not itself engage in counseling because their conversations would not be confidential and will actually be reported to others. People in staff positions, such as presbytery executives or stated clerks, should not engage in personal counseling of the accused because of their potential involvement in disciplinary process.

Assistance in Relating to Session and Congregation

When an allegation of sexual misconduct is made against a ministers, the congregation is often aware of a problem. Rumors fly despite attempts at confidentiality. This is particularly true if disciplinary process is initiated.

In all contact with the accused, care must be taken that his or her rights to fair procedures under the Book of Order will not be violated. Before each and every conference with the accused, the committee on ministry shall inform the accused of the right to remain silent and to be represented by counsel (G-11.0502 j, D-7.0900). It has authority to do so under G-11.0502i and G-11.0502j, but both the committee on ministry and the Response Management Team, as part of the electing government body, must be careful to "take no further action on the case" themselves if the matter has been transmitted to a permanent judicial commission. (D-4.0200,2c) At present, there is no constitutional prohibition against presbytery taking necessary action in matters which are affected by the case as long as presbytery does not intrude upon the case itself.

Each situation will be different, requiring tailor-made assistance by the committee on ministry. The Response Management Team may alert the committee on ministry initially to the anticipated needs of a particular congregation and recommend expert resources. The Team itself should not become directly involved with the session or congregation.

Economic Security and Care For Family of Accused

When an allegation of sexual misconduct has been made against a minister, the economic security of the accused is directly threatened, along with reputation, career, and family relationships. Again, the committee on ministry can be of assistance.

The Response Management Team may alert the committee on ministry to the possible spiritual, emotional, and financial needs of the family of the accused and recommend expert resources. The Response Management Team should not itself become personally involved with trying to meet these needs.

C. The Needs of a Congregation in a Context of Sexual Misconduct

The governing body, employing entity, and response management team should be aware of the problems a congregation or employing entity may experience following allegations of sexual misconduct by a minister, employee, or volunteer. The allegations may polarize the congregation or organization, damage morale, create serious internal problems, and even limit the trust a congregation may place in succeeding pastors. Efforts should be taken to recognize and identify the problems and heal any damage that may be done to the congregation or organization.

When there is sexual misconduct on the part of a minister, non-ordained staff, or volunteer in a particular congregation, a number of needs unique to that congregation will emerge since sexual misconduct impacts congregations in different ways. Therefore, these needs will not necessarily emerge in the same sequence in each situation. Depending on the parties involved in the sexual misconduct, some of the needs may not emerge. In any event, those managing the church's response to the sexual misconduct will want to know that the following needs may emerge:

Pastoral Care

Members and staff of the congregation will need pastoral care. If it is the pastor who is involved in the sexual misconduct, care will need to be provided by another member of the ordained staff (if the church is a multiple staff church) or by a trained interim pastor. If the pastor leaves as a result of sexual misconduct, in extreme cases a trained interim pastor or consultant in sexual misconduct may need to work with the congregation for an extended period of time.

If it is not a pastor who is involved in the sexual misconduct, then the pastor will provide the needed care for the congregation. The pastor, if not previously trained in this specialty area, will need to consult with denominational specialists who will advise him or her how to proceed and any anticipated problems.

Information About the Case

Members of the congregation will need opportunities both to receive and give information. If a case of sexual misconduct becomes a matter of public knowledge within a congregation and if a pastor has been found guilty of sexual misconduct, the interim pastor or consultant may hold appropriate meetings with individuals, small groups, or with the whole congregation. Such meetings should provide information about sexual misconduct in general, Presbyterian polity and our judicial process, and how others who may have been victimized may be heard and ministered to. If the offender is not the pastor, then the pastor may perform these functions. At such meetings, one may expect members to vent their feelings. An opportunity for this to happen should be provided. If this venting does not take place, then it may create serious problems for the future of the congregation, for future pastors and for the governing body.[5] Dynamics may differ somewhat in racial ethnic churches but no empirical studies have yet demonstrated different dynamics.

Resources Persons

In light of the above needs, the following are several resource persons whose services would be valuable to a congregation in the context of sexual misconduct: a trained interim pastor, a committee on ministry representative knowledgeable in polity and the effects of sexual misconduct in the church, a consultant or therapist with knowledge and experience in dealing with sexual misconduct, an attorney who can discuss legal aspects of a case, an insurance agent who can advise the congregation about their exposure to liability or coverage.

D. The Needs of an Employing Entity in Cases of Sexual Misconduct

The governing body, employing entity, and response management team should be aware of the problems a congregation or employing entity may experience following allegations of sexual misconduct by a minister, employee, or volunteer. The allegations may polarize the congregation or organization, damage morale, create serious internal problems and even limit the trust a congregation may place in succeeding pastors. Efforts should be taken to recognize and identify the problems and heal the damage done to the congregation or organization.

The "Employing Entity" is understood to include the session, the presbytery, the synod, a General Assembly entity, or a Presbyterian institution such as a seminary, school, or hospital.

The employing entity will need:

Good Employment Procedures

Any of these employers should already have established, detailed employment procedures. Such procedures include reference checking prior to employment, a clearly defined grievance process, regular reviews of performance, and confidential channels whereby employees can voice concerns or apprehensions. It would be advisable to have legal advice as these procedures are developed, or legal review of those already in place.

All employees should be given an employee handbook which would include a section on sexual misconduct - its definition and the appropriate action to take when it occurs.

Clear Reporting Mechanisms and Legal Information

The channels of reporting need to be made clear. If the accused is the accusor/victim's supervisor, then there must be an alternative route to follow when reporting an alleged incident.

If the employer has a large number of employees, a formal orientation to the work place would be important. At the time of the orientation, definitions of sexual misconduct and reporting procedures needs to be described, along with the misconduct consequences of which should be out lined in the personnel policies.

Provisions for Counseling

The personnel practices should include provision for pastoral or therapeutic counseling for accuser/victims and others. The budget of the institution need to provide at least partial coverage of counseling costs.

Provisions for Legal Costs

Employer should develop a reserve fund for legal costs should there be a need to either prosecute or defend a case in church or civil courts.

Resource Person

The employer needs to have help from personnel experts, legal experts, pastoral counselors, and financial consultants. Presbyteries could locate these resources and make them known to sessions.

E. The Needs of a Governing Body

A governing body (to be distinguished from the employing entity or the congregation in which sexual misconduct is alleged) has special needs and responsibilities as well. These include:

Clearly Established Sexual Misconduct Policy and Its procedures

It is the responsibility of the governing body to establish policy and its procedures governing cases of sexual misconduct in that jurisdiction. (The PC(USA) policy and its procedures are intended to guide the development of governing body policy and procedures.) Allegations of sexual misconduct should be handled immediately, regardless of whether a written statement has been submitted in accordance with D-7.0300. The Response Management Team described in this policy and its procedures is recommended as the way to respond to allegations; in the absence of an RMT, a Committee on Ministry or a personnel committee may assume responsibility for the management of sexual misconduct allegations. The procedure to be followed should be established and made known in advance of any complaints.

One of the more difficult questions faced by a Presbytery or Synod is whether an ordained minister should be placed on temporary administrative leave pending the resolution of allegations of sexual misconduct. A policy governing such leaves of absence should be adopted and followed carefully.

Legal Advice

The governing body may need competent legal counsel, particularly if allegations lead to judicial proceedings either under the Book of Order or in civil court. The attorney should be a Presbyterian familiar with Presbyterian polity (since the Book of Order requires that lead counsel before a Permanent Judicial Commission be a Presbyterian), civil procedure, and the legal issues found in sexual tort, sexual harassment, and child abuse cases.

Risk Management Advice and Liability Insurance

A governing body may face liability awards in cases of sexual misconduct occurring within its jurisdiction. It is imperative that liability insurance which covers such occurrences be obtained, and representatives of the governing body should consult frequently with insurance carriers regarding risk management procedures.

Education

Elected and appointed officials of the governing body are very likely to be the ones who receive initial reports of sexual abuse within its jurisdiction. These persons should receive competent in-service training and education about the nature of such cases, together with careful preparation regarding the requirements of due process under the Book of Order.

An Established Procedure

When a written statement of an alleged offense has been submitted to the clerk of session or stated clerk of a governing body in accordance with D-7.0300, preliminary procedures in a disciplinary case begins automatically. (See Chapter VII, Rules of Discipline.)

A governing body should provide an established procedure when a situation occurs where a person either does not know how to or is not willing to file a written statement of an alleged offense to the clerk. Governing bodies are urged to use a Response Management Team as described in this paper. However, until written sexual misconduct policy and its procedures are provided (including the establishment of a Resource Management Team), the governing body may choose to use the committee on ministry or personnel committee instead.

IV. Responses to Allegations of Sexual Misconduct

A. Principles

In responding to allegations of sexual misconduct, the church should seek healing and assure the protection of all persons. Where possible, the privacy of persons should be respected, and confidentiality of communications guaranteed. By the provisions of the Book of Order, the PC(USA) assures all persons of fair procedures in the disciplinary process, and these procedures should be available throughout the handling of the allegations, even before the initiation of formal proceedings under the Book of Order.

Persons affected by allegations of sexual misconduct (including both the accuser/victim and the accused) often need counsel of various kinds, including therapeutic, pastoral, and legal. The Response Management Team (III. B.) should assure that all such assistance is available as needed, and in some instances, it may be the responsibility of the governing body or employing entity to provide the costs for such counsel.

Certain kinds of cases may require special handling:

a. When abuse of a child is alleged, all states have mandatory reporting requirements which must be complied with. In addition, an allegation of child abuse puts a special burden on supervisors or employers to assure that the possibility of additional abuse is foreclosed, which may call for mandatory administrative leave while the allegations are investigated.

b. Similarly, when allegations are made that multiple victims have suffered sexual abuse, mandatory administrative leave may be necessary, and more extensive counseling resources (legal and therapeutic) may be required.

c. Some cases may involve more than one governing body of the church (for example, when a minister against whom allegations are brought has transferred to another presbytery). In these instances, it is incumbent upon officers of the various governing bodies to cooperate fully in the handling of the complaint.

d. Special problems may arise when allegations are brought regarding old cases of misconduct. (There are no time limits on the bringing of a charge of sexual abuse in the church. See D-7.1100.) In such cases, the Response Management Team may want to recommend alternatives to judicial process such as mediation or arbitration (IV. D.), call for greater confidentiality while allegations are investigated, confer with officers of other governing bodies in which the accused has served, and so forth. Particularly in older cases, the lingering effects on congregations may be severe and require close attention.

B. The Response Management Team

The Response Management Team (hereinafter referred to as RMT) works at the governing body level to assure that an objective, effective, expeditious, and caring response is made to allegations of sexual misconduct in the church. The Team shall be responsible to all persons, entities, and governing bodies who are affected by the alleged misconduct. Its responsibilities include notification, needs assessment, identification and management of resources to meet those needs, provision of expertise, and provision of written or oral reports where appropriate.

1. Composition of the RMT: The RMT shall consist of at least five persons, diverse as to gender and reflective at least to some extent of the ethnic background of both the accuser/victim and the offender. The membership should reflect professional expertise and/or extensive experience in at least the following areas:

a. Psychological counseling, with particular experience in the area of sexual abuse and its aftermath, as well as pastoral care.

b. Child advocacy.

c. Law, with particular experience in sexual harassment or abuse, civil tort proceedings, criminal proceedings involving matters of due process, and domestic law.

d. Conflict management and resolution, particularly in the religious community setting.

e. Insurance and risk management.

f. Personnel management and training.

All members of the ~~Resource~~ Response Management Team should be members of the Presbyterian Church (USA) and familiar with its policies and procedures, particularly in the area of sexual misconduct. Members of a specific team should not be members of the congregation in which an allegation arises. Where allegations involve governing body staff, the next higher governing body provides the team.

2. Sources of Members for the ~~Resource~~ Response Management Team: It is impossible to predict the number of cases which may arise at any given time in a specific jurisdiction. In presbyteries where there may be multiple cases it is recommended that governing bodies elect and maintain a pool of persons who meet the above qualifications. The governing body shall name the chair of the Resource Management Team pool from the elected members. When a Resource Management Team is needed, it is formed from that pool. Ideally, prior to an allegation, these persons will have been specifically trained to respond in crisis situations involving alleged sexual misconduct and will be well acquainted with one another.

The members of each specific ~~Resource~~ Response Management Team shall select their own chair. Costs for the Resource Management Team, and related services, shall be provided by the entity or the governing body (presbytery, synod, or General Assembly) of the jurisdiction in which the allegation arises. Members of the pool should agree to serve for no less than three years, in order to build experience and expertise within the group. Staggered terms are advisable. Members of the pool should have regular opportunities each year to come together for professional training and sharing of information and experiences related to sexual misconduct.

3. Convening of an RMT: Whoever receives notification of an alleged incident should notify the chair of the RMT pool, who will convene it within five days of notification (by conference call if necessary). At its first meeting, the RMT shall select its chair (if the RMT has been selected from a larger pool) and hear a report on the nature of the complaint and the identity of the affected parties including, where appropriate, the congregation, employment entity, agency, or governing body in whose jurisdiction the alleged injury took place.

Members of a each RMT should be advised that the time span for following through on an allegation could be lengthy. The members should be willing to commit to serve throughout the anticipated period. (it is understood that unforeseen circumstances may necessitate the chair's naming substitutes to the RMT membership.)

4. Role and Functions of the RMT: The RMT will serve the following primary functions:

a. Receive the report of sexual misconduct.

b. Notify the affected persons, entities, and agencies:
of the formation of the RMT,
of the RMT's role in the proceedings,
of the anticipated progress of the handling of the allegations.

(It is recommended that standard materials be prepared for distribution which give these explanations in a general manner without regard to the specifics of a given case.)

Delays should be avoided whenever and wherever possible in this process. The RMT should have discrete authority to determine when notifications are given. It should:

a. Confirm that civil authorities have been notified, if applicable, and that any other provisions are in compliance with state, civil or criminal law.

b. Assess the needs of the affected persons, congregations, entities, agencies, and governing bodies. Where necessary, this needs assessment may be made through inquiries directed to those specifically affected. However, in the event that such inquiries are made, the management role of the RMT should be carefully explained and every effort should be made to assure that the RMT does not engage in efforts to determine detailed facts of the alleged misconduct, guilt or innocence of the parties, or itself provide therapeutic or legal counsel.

c. Determine the availability of resources (including persons, funding, and support services) to meet the appropriate needs of the affected persons. If necessary, these resources should be sought by the RMT outside the particular governing body if such resources are not immediately available. Presbyteries or other governing bodies are advised to compile and frequently update a list of available psychological counselors, pastoral counselors, attorneys, conflict managers, and insurance advisors who will be available for assistance to the affected parties in a given case.

These professional persons should also be well-trained in the issues of sexual misconduct in the church and regular training of the panels should be carried out by the governing bodies as needed. The members of the RMT will also be available to these professionals for advice and counsel.

d. Assure that all needs of those affected are being adequately met in an ongoing manner. Concerns or complaints about the provision of services should be directed to the RMT chair. Also, the RMT should make sure that the accuser/victim and the accused are well advised regarding both the steps for instituting formal PC(USA) judicial process and non judicial options (See IV., D and E.)

In any event, the RMT shall assure that effective steps to resolve the accusation have been taken, including the provision of necessary resources and the initiation of non-judicial processes (see IV. D.), within thirty (30) days of its receipt of a written allegation. In the event that this cannot be done, a report as provided below shall be made to the stated clerk, unless and only if all affected parties agree in writing to a postponement of the report. If a postponement is agreed to, a specific future date for the submission of a report shall be set.

e. In the event that alternatives to formal judicial process fail, the RMT shall be responsible for submitting a written report to the stated clerk of the governing body in which the accusation arose. This report shall include all relevant non-confidential information gathered by the RMT in the course of the pre-judicial process, together with a recommendation as to the advisability of formal judicial process. The report does not constitute a formal complaint nor shall it preclude or in any way prejudice the initiation of a formal complaint by the accuser/victim or a request for vindication by the accused. (See Rules of Discipline D.7.0300.)

Specifically, the written report to the stated clerk should include:

- the names of all those affected, including congregations, employment entities, agencies, and governing bodies;

- an account of the written allegations;

- the names of witnesses, professionals or others who, to their knowledge, have been involved in the matter;

- the RMT's recommendations for further action;

- copies of relevant documents.

4 All affected parties (and their counselors, legal counsel, or advocates) should receive a copy of the written report submitted to the stated clerk.

5. Tenure of the RMT: The RMT should, to the extent permitted under the Rules of Discipline, remain active in the matter and be available to those involved in order to hear their concerns throughout the inquiry and disciplinary process. Once a special disciplinary committee has been appointed, the RMT closes its investigation of a matter, and refers any new information to the special disciplinary committee.

6. Media Contact with the RMT: Any inquiries from the media regarding an incident of sexual misconduct must be directed to a designated official of the governing body or entity involved. Questions from the media shall not be addressed by any member of the RMT.

7. RMT Record Keeping: The RMT shall keep careful records of its proceedings, including detailed accounts of its actions, minutes of its deliberations and its conversations with all affected persons, copies of the initial report, correspondence, and copies of reports to the governing body or entity. The response team will maintain the records until the matter has been resolved. At that time, the records shall be forwarded to the stated clerk or designated personnel official of the governing body or entity where they will be marked "confidential" and securely stored. Members of the RMT shall keep no separate or duplicate records of material that has been turned over to the governing body as a result of its work.

8. Due Process Rights of All Persons: All persons are entitled to respect and protection. The Response Management Team is urged to take all necessary steps to assure that these are provided. In particular, the following Constitutional Recommendations from the Advisory Committee on the Constitution should be brought to the attention of the Response Management Team:

"a. The response management team should not meet with the accused until final adjudication of the complaint within the church, if then.

"b. The only contact the response team should have with the accused prior to final adjudication of the complaint is that it may notify the accused in writing of the accusations and advise the accused to have no further contact of any sort with the accuser, the victim, or the victim's family.

"c. If the response management team does contact the accused in writing of the accusations, it should recommend that the accused seek legal advice immediately since the accusation could result in church discipline or civil or criminal court action." (Minutes, 1992, 313)

C. Reporting Requirements

Reports of sexual misconduct will occur in a variety of ways. Because a governing body or entity cannot control to whom the accuser/victim of sexual misconduct will speak first, it is important that officers, employees, and persons highly visible to church members and visitors understand how reports of incidents are channeled to the proper person.

1. The Duty to Report

Reports of sexual misconduct should never be taken lightly or disregarded and allowed to circulate without concern for the integrity and reputation of the accuser/victim, the accused, and the Church. Reports should be dealt with as matters of highest confidentiality both before and after they have been submitted to appropriate authorities as outlined below.

The first person to learn of an incident of sexual misconduct should not undertake an inquiry alone or question either the accuser/victim of the accused unless the incident is divulged in the process of pastoral care, counseling or a therapy session. If the accuser/victim is hesitant to talk to "higher authorities," the person who has received the initial report has a special pastoral responsibility to build trust and willingness to speak with the accuser, lest the Church be unable to respond because no one is able to give firsthand information.

The person receiving the initial report of sexual misconduct from the accuser/victim shall immediately inform a high-level supervisor, church officer or administrator of the same entity or next highest governing body. The person receiving the initial report is considered a mandated reporter and shall report the incident to civil or criminal authorities when required by local or state law, that is, in the case of child abuse.

2. In Cases of Child Sexual Abuse

Within the Church, all persons covered by this policy have a duty to report suspected child sexual abuse to the employing entity, supervisor, or governing body representative. All persons should be informed of and must comply with state and local laws regarding incidents of actual or suspected child sexual abuse.

3. Reports to the Response Management Team

It may be that the accused has more power in the organization than the accuser/victim. In that case, the person who receives the initial report of sexual misconduct must find the appropriate person within the governing body or entity to whom a subsequent report can be made. Those who regularly function in governing bodies or entities should understand the organizational reporting structure. If the accused is in a high-level position, the subsequent report should be given to a person of higher level in the same body or the next higher governing body.

The supervisor, church officer, or administrator who receives a report is required to file immediately a written report with the Response Management Team of the governing body or entity.

4. Reports from Response Management Team to Appropriate Committee (if Governing Body or Entity)

Prepare a written report of the case for submission to the governing body or director of the entity, giving no less than the following:

a. names of parties involved;

b. governing body membership of the parties involved;

c. allegations made by the accuser;

d. response made by the accused (if any);

e. findings and conclusions; and

f. suggested further actions to be taken by the governing body or entity.

D. Alternatives to Judicial Process.

Non-judicial dispute resolution processes are widely and successfully used in private conflicts as well as in civil and criminal cases. (See, for example, Section 18.03, Personnel Policies of the General Assembly, PCUSA.) Religious bodies have served as valuable allies in the development of these alternatives, providing both incentive and resources for dispute resolution programs.

When allegations of sexual misconduct in the church are made, it may sometimes be appropriate to resolve the matter without recourse to judicial process under the Book of Order. If such alternatives are pursued, however, it is essential that the matter be handled with full regard for the interests and rights of all affected parties.

Alternatives to judicial process may include:

1. Arbitration. In the arbitration process, all parties to a conflict agree to submit the dispute to an independent person or panel to determine the best resolution. In a sexual misconduct case, the arbitrator should be someone with extensive experience in non-judicial arbitration who is also familiar with Presbyterian polity. All affected parties should have the opportunity to present their case to the arbitrator, and the arbitrator's decision may be final (binding) or subject to appeal to a higher authority (non-binding) such as a disciplinary committee.

2. Negotiation. In the negotiation process, advocates for the parties to a conflict are responsible for working out a solution which effectively resolves all issues and which protects the interests of all parties. In some cases, an individual may successfully represent his or her own interests rather than having an advocate, but this is rarely advisable. Again, for a negotiated settlement to be successful, all parties affected by the dispute should be represented in the negotiation and all issues should be resolved.

3. Mediation. In the mediation process, the parties to a conflict are enabled through the assistance of a mediator to work out their own agreement for resolving the dispute. Mediation differs from both arbitration and negotiation in that the power to make the final decisions is retained by the parties themselves. The successful outcome of a mediation is a function (among other things) of the willingness and ability of the parties to reach agreement and the creativity of the mediator in helping to shape that agreement in the interests of all concerned. A critical role of the mediator is the establishment and maintenance of a power balance between the parties during the mediation process.

4. Dismissal of Charges or Allegations. While not technically a dispute resolution process, dismissing or dropping the charges may sometimes be a way to resolve a allegation. This may happen because charges are determined to be false or insignificant, or because the costs (financial or otherwise) of pursuing the charges are too high. For a dismissal to be effective, all parties must agree to it and all significant disputes should be set aside. Dismissal without this will very likely lead to continuing conflict and further damage to the parties and the church.

These processes (except for final dismissal) are not mutually exclusive, and the failure of one process may lead to another. (For example, if mediation fails, the persons may decide to try negotiation by their advocates; if that fails, private arbitration could follow.) All the methods have strengths and weaknesses, depending on the nature of the conflict and the persons involved. In every method, the assistance of skilled professionals and adherence to professional standards are critical. The protection of confidentiality, common agreement regarding the admissibility or inadmissibility of evidence obtained in the process, and guarantees of the due process rights of all persons are essential.

In the context of sexual misconduct in the church, the use of an alternative process may be in the best interest of the parties and the church. The success of the process, however, will be dependent upon many significant factors, including the degree and kind of injury suffered; the willingness of all parties to work to heal or remedy that injury; the resources available to assist the processes of healing and remediation; the expertise of the arbitrators, mediators, or other persons involved in facilitating the process; and the quality of the resolutions agreed upon. Informal or secret agreements which do not address all issues or meet the concerns of all parties are not in the best interest of the church.

E. Judicial Process (Book of Order)

Governing body or entity response will vary according to the status of the accused. Church members and ministers are subject to inquiry and discipline under the Book of Order (D-5.0100). The pastoral relationship of ministers serving congregations is subject to oversight by the presbytery (G-14.0602, G-14.0603, G-11.0502; G-11.0502j). Administrative commissions must follow the fair procedures described in G-9.0505. Safeguards, as in cases of judicial process for synod and presbytery staff are found in G-9.0705.

Ministers employed by a synod or General Assembly entity hold ministerial standing in presbyteries. Response to allegations of sexual misconduct by such ministers will be made by the entity under the personnel policies. Such ministers will also be subject to the Rules of Discipline as a member of presbytery.

1. Accused Covered by Book of Order

Upon receipt of the report filed by the Response Management Team, the clerk of the governing body should report to the governing body that an offense has been alleged. If the response management team reports that there is sufficient evidence of sexual misconduct on the part of the accused, a special disciplinary committee should immediately be appointed. (See Book of Order D-7.0800.)

In order to call a special disciplinary committee, the clerk need not be personally persuaded of the truth of the allegation nor need the clerk see all the supporting evidence available to the response management team or the special disciplinary committee. The clerk must be provided enough information to cause a reasonable person to conclude that an inquiry is needed to either censure the accused or clear the accused of the allegations.

The special disciplinary committee must promptly begin its inquiry into the allegations. Delay may cause further harm to the accuser/victim and/or the accused. Information provided by the Response Management Team's report will help to speed the process. However, the special disciplinary committee must itself conduct a thorough inquiry. (See Book of Order D-7.0800.)

Governing bodies and entities must cooperate with civil authorities in an investigation of child sexual abuse or other criminal sexual misconduct. Church disciplinary proceedings cannot interfere with a criminal investigation by civil authorities and may have to be suspended until these are completed.

The session has original jurisdiction in disciplinary cases involving members of the church, each having jurisdiction only over its own members (D-5.0100). A church member who is accused of sexual misconduct away from the congregation to which the member belongs may be prosecuted by secular authorities but may only be removed from membership by the Session of the congregation to which the member belongs.

When a church member is accused of sexual misconduct, the disciplinary process is the same as that described for ministers and found in chapter seven of the Rules of Discipline. A special disciplinary committee must make an inquiry, decide whether to make charges and prosecute. The session will sit as a court and try the case (D-8.0000). The person accused has a right to counsel, to present witnesses, and to cross-examine witnesses. If at any point in the proceedings the accused presents a letter of resignation from the church, the jurisdiction of the session ends. The session records that the case was closed and the special disciplinary committee dissolved (D-5.0300 and D-7.0700).

2. Accused Not Covered by Book of Order

Upon receipt of the report filed by the Response Management Team, the director of the entity should immediately submit the report to the personnel committee of the organization. A session or presbytery which ordinarily functions without a personnel committee may appoint an administrative commission for the function described in this section. The personnel committee will refer to an be guided by the written personnel policies of the governing body or entity which shall include the following:

a. Determine whether or not the Response Management Team's report gives rise to a reasonable suspicion of sexual misconduct by the accused.

b. If so, determine and gather additional information necessary to make a determination.

c. Determine any remedies, including disciplinary action, necessary and advisable under the circumstances.

d. Inform the accuser/victim and the accused of the remedy.

e. In all cases, the personnel committee shall prepare a written report which shall be included in the accused's permanent personnel file. The accused shall be allowed to attach any written statements to said documents, also for permanent inclusion in the permanent file.

Either the accuser/victim or the accused shall have the right to appeal the personnel committee's decision through standard guidelines and procedures of the entity.

3. Governing Body or Entity Record Keeping

The governing body or entity should keep detailed records of its actions and minutes of its deliberations and its conversations with the accuser, the accused, and other parties involved; copies of reports received from the Response Management Team, correspondence and copies of the reports received from committees or commissions. Such records will be kept confidential. The clerk of the governing body or director of the entity will maintain the records while the inquiry is in process. After the case has been resolved, the special disciplinary committee or personnel committee will prepare a brief summary report. A copy will be included in the accused's permanent personnel file, and a copy of the report will be given to the accuser and the accused.

F. Financial Implications

The financial implications of sexual misconduct are many. At present it appears that the costs of processing sexual misconduct cases is manageable within the ecclesiastical system. Some governing bodies may feel overwhelmed at one point or another to deal with a specific case load. The more inclusive governing bodies should provide a pool of resources, financial and otherwise, to help minimize the immediate impact of such cases and to enable the less inclusive governing bodies to respond more effectively. The financial implications for the future can be reduced by proactive care and training in the present. Civil and criminal cases are imposing an additional burden to a few governing bodies. While insurance carriers have been helpful in the past, it appears that they will be less helpful and more restrictive in the future.

V. Educating and Training

Since the issue of sexual misconduct has become an evermore present reality, there is an emerging need to educate and train a wide variety of persons. Persons needing this specific education include: ministers, volunteers, officers, non-professionals and professional staff, ministerial candidates, professionals who will be working with this issue within the denomination, members of the congregation, and governing body staff including supervisors, employees, and stated clerks, and particularly Response Management Team members (RMT).

Education for these persons and groups will be different on a group by group basis. A primary requirement for all persons is common knowledge of the General Assembly Policy and Its Procedures on Sexual Misconduct and their own specific governing body or entity policy.

Theological institutions should include material in their existing curriculum on sexual ethics including the appropriate use of ministerial power, the General Assembly Policy and Its Procedures on Sexual Misconduct, and other resources. It is further urged that the appropriate presbytery committee(s) include training for inquirers, candidates, newly ordained pastors, and new pastors to their presbyteries regarding sexual misconduct, especially including education on their specific policy and procedures.

Much of a congregation's education currently happens in response to an actual case of sexual misconduct. However, it is recommended that the congregation be as pro-active in this area as possible offering education in a variety of settings. There are already numerous resource materials available that could be adapted to a congregation's setting.

Employing entities need to make sure all employees are well acquainted with, understand, and abide by their policy and procedures. Employing entities should offer additional training and resources, such as: a workshop during staff meeting; lunch time discussion group; articles and books make available; etc.

Response Management Teams need to have a depth of knowledge on the issue that will enable them to respond to cases with which they are confronted. Monies will need to be made available for their training which might include attendance at a workshop(s), an honorarium for a visiting expert, or written and video materials. This training will be ongoing as new members are added to the Team and as new information emerges. We expect that each member of the RMT will keep current in one's own area of expertise with regard to the issue of sexual misconduct.

Any professional (therapists, attorneys, advocates, mediators, arbitrators) used by a governing body should have access to experts qualified in the field of sexual misconduct if they themselves are not.

Endnotes

[1] For example, G. Lloyd Rediger. Ministry and Sexuality: Cases, Counseling and Care. (Minneapolis: Augsburg/Fortress Press, 1990), 2; and "How Common Is Pastoral in Discretion." Leadership 9 (Winter 1988): 12-13.

[2] Fortune, Marie. Is Nothing Sacred? When Sex Invades the Pastoral Relationship (San Francisco: Harper & Row, 1989), 103-105, describes the way the metaphor of family for congregational life may render parishioners more vulnerable to irresponsible religious leaders whom they trust as if they were parents. Like families in which incest occurs, other members of the congregation fail to see the abuse, protect the offender when allegations are made, and often blame the victim(s).

[3] See Peter Rutter, Sex in the Forbidden Zone: When Men in Power-Therapist, Doctors, Clergy, Teachers, and others--Betray Women's Trust (Los Angeles: Jermey P. Tarcher, Inc., 1989); Marie Fortune, Is Nothing Sacred?; Patrick Carnes, Out of the Shadows: Understanding Sexual Addiction (Minneapolis: CompCare Publishers, 1983); and David Finkelhor, Child Sexual Abuse (New York: The Free Press, 1984).

[4] Summit, Roland, "Beyond Belief: The Reluctant Discovery of Incest, "in Sexual Assault and Abuse, eds. Mary D. Pellauer, Barbara Chester, and Jane Boyajian (San Francisco: Harper & Row, 1987), 172-197.

[5] Hopkins, Nancy Myer, The Congregation Is Also A Victim: Sexual Abuse and the Violation of Pastoral Trust, Alban Institute, Washington, D.C. 1992.

APPENDICES

APPENDIX A

DEFINITIONS

Accused is the term used to represent the person against whom a claim of sexual misconduct is made.

Accuser/Victim is a term used to represent the person claiming knowledge of sexual misconduct by a person covered by this policy or a person claiming to have been abused by a person covered under this policy. The accuser/victim may or may not have been the victim of the alleged sexual misconduct (See also Child Sexual Abuse). A person such as a family member, friend, or colleague may be the accuser.

Child Sexual Abuse includes, but is not limited to, any contact or interaction between a child and an adult when the child is being used for the sexual stimulation of the adult person or of a third person. The behavior may or may not involve touching. Sexual behavior between a child and an adult is always considered forced whether or not consented to by the child. No upper age limit for child sexual abuse has been given in this policy because the age of adulthood varies from state to state. The upper age limit is intended to be that recognized in the state in which the act was committed.

Church when spelled with the initial capitalized refers to the Presbyterian Church (U.S.A.). Church when spelled with the initial in lowercase refers to local churches. The word congregation is used loosely for members and participants.

Employee is the comprehensive term used to cover individuals who are hired or called to work for the Church for salary or wages.

Entity is the term used to refer to any program or office managed by a board, committee, council, or other body whose membership is elected by a governing body. See Manual of the General Assembly, Standing Rule 47.

Governing Body is a representative body composed of elders and ministers of the Word and Sacrament: sessions, presbyteries, synods, and the General Assembly. A governing body may establish entities such as day care centers, conference centers, camps, or homes for the aged. A governing body may have both church members and non-members as employees.

High Risk Occupation is that which call for a person to work in close contact with those who are vulnerable and less capable of protecting themselves, with children, elderly persons, those who are wholly or partially incapacitated, or counseling clients having emotional or personal problems.

Inquiry is the term used in the Rules of Discipline to determine whether charges should be filed based upon allegations of an offense received by a governing body. See Book of Order D-7.0200.

Mandated Reporter is described by some states' laws as a person who is required to report any and all suspected incidents of child abuse, including child sexual abuse that come to their attention. State laws vary from defining "all persons having knowledge" as mandated reporters to specifying very limited lists of professions whose members are required to report.

Persons Covered by this policy include church members, church officers, ministers, and non-members who are employees or volunteers under the supervision of governing bodies or entities, including those who are accused of sexual misconduct under circumstances in which (1) access to the accuser/victim is related to some form of service to or appointment by governing bodies or entities of the church, or (2) sexual misconduct in a non-church related setting raises questions for the Church of character and effectiveness. For example, this policy covers a non-member adult who sexually abuses a non member teenage while "helping out" on a church-sponsored camping trip.

Reasonable Suspicion is a subjective criterion that refers to a belief or opinion based on facts or circumstances of sexual misconduct that are sufficient enough for a prudent person to want to inquire further, to take protective action, or report to authorities. State child abuse reporting laws may include wording that indicates what degree of suspicion or knowledge gives rise to the duty to report.

Response is the action taken by the governing body or entity when a report of sexual misconduct is received. It may include (1) inquiry into facts and circumstances, (2) possible disciplinary action (administrative or judicial or both), (3) pastoral care for accuser/victims and their families and others, and (4) pastoral care and rehabilitation for the accused and care for their families.

Response Management Team is a body constituted by a governing body or entity to facilitate the process of responding to allegations of sexual misconduct by a person covered under this policy. The structure and function of the Response Management Team are detailed in Section IV-B of this report.

Secular Authorities are the governmental bodies, whether city, county, state, or federal, who are given the responsibility to investigate, criminally prosecute, and/or bring civil charges against individuals accused of sexual crimes or offenses against adults and children.

Secular Law is the body of municipal, state, and federal laws and is often referred to collectively as civil and criminal law. Prohibited behavior addressed by this policy may result in criminal and/or civil charges filed under secular law.

Sexual Harassment as defined for this policy is as follows:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. Submission to such conduct is made either explicitly or implicitly a term or a condition of an individual's employment or their continued status in an institution.

2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or

3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance by creating an intimidating, hostile, or offensive working environment.

Sexual Misconduct is the comprehensive term used in this policy and its procedures to include:

1. Child sexual abuse as defined above.

2. Sexual harassment as defined above.

3. Rape or sexual contact by force, threat, or intimidation.

4. Sexual conduct (such as offensive, obscene or suggestive language or behavior, unacceptable visual contact, unwelcome touching or fondling) which is injurious to the physical or emotional health of another.

5. Sexual Malfeasance defined as sexual conduct within a ministerial (e.g., clergy with a member of the congregation) or professional relationship (e.g., counselor with a client, lay employee with a church member, presbytery executive with a committee member who may be a lay person, a minister, or an elder). Sexual conduct includes unwelcome sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature. This definition is not meant to cover

relationships between spouses, nor is it meant to restrict church professionals from having normal, mutual, social, intimate, or marital relationships.

6. Sexual Abuse as found in D-7.1100

Victim: (See Accuser/Victim)

Volunteer is the term used for those who provide services for governing bodies and entities of the Church and receive no benefits or remuneration. Volunteers include persons elected or appointed to serve on boards, committees, and other groups. For purposes of this policy volunteers are treated the same as employees. Liabilities of the governing body or entity may be the same for volunteers as for employees.

APPENDIX B

EMPLOYMENT PROCEDURES-WITH FORMS

Each "Employing Entity" should have already established and implemented entity personnel policies which include employment procedures for the search, selection and call of entity staff. The employment procedures should spell out the process to be followed during the election of chief administrative officers and other staff, the appointment of exempt and non-exempt staff and the call of Ministers of The Word and Sacrament, chief administrative officers and elected staff. These employment procedures should also include candidate/applicant reference checks prior to employment. Employing entity personnel policies should contain a clearly defined grievance process, a periodic performance review process, and a section which prohibits sexual misconduct (including sexual harassment). These provisions should be applicable to all full-time, part-time, temporary and interim staff. The personnel policies should also provide for confidential communication channels whereby staff members can voice concerns or apprehensions without fear of retribution.

Churchwide and public advertisement of vacant positions as a part of an employing entity's search procedures to fill vacant positions is required of General Assembly entities and related bodies and is recommended as a guideline for governing bodies by the Churchwide Personnel Policies as well as the Churchwide Plan for Equal Employment and Affirmative Action. In support of this policy and its procedures on sexual misconduct, all vacant positions of religious leadership forwarded to publications for advertisement, distributed to units of the church as well as posted on local bulletin boards will include the following statement:

> "The Presbyterian Church (U.S.A.) is an equal opportunity employer. In addition the church has a strong policy opposing sexual harassment or abuse. References and records will be checked during the employment process."

This statement will also be included in all information distributed through the Personnel Referral Service of the Church Vocations Ministry Unit.

The following forms are included in this appendix: Exhibit A, Employee Questionnaire and Exhibit B, confidential Employee References will be used by General Assembly entities and institutions and are recommended for use by all other employing units of the church. Exhibit C, a form for Implementing Policy of Sexual Misconduct, is to be used by each employing entity as it distributes its sexual misconduct policy to employees and other. Exhibit D, Report of Suspected Sexual Misconduct, is for gathering basic information to be passed along to the appropriate person or group handling sexual misconduct cases for a unit or other entity.

As required by acceptable personnel procedures an Employee Handbook should be written, published, and distributed to each employee of church employing entities. All existing Personnel Policies and Employee Handbooks should be updated to include a sexual misconduct policy.

It is advisable to seek legal advice as other governing bodies, related bodies and entities develop and publish policy and procedures on sexual misconduct using this General Assembly policy as a guide.

All forms should be checked for compliance with state laws.

Sample Exhibits and Forms for Implementation

Sample Exhibit A

This is a sample employment questionnaire. In addition to the usual questions one finds on an employment questionnaire, the Writing Team has added certifications and releases that focus on past incidents of sexual misconduct. All entities are urged to have this or any substitute form they design examined by their legal counsel before using it.

Sample Employment Questionnaire

Name: ____
Last First Middle
Address: ____
Street
____
City State Zip

Business Phone: ______________ Home Phone: ______________
Have you ever been known by any other name? ___ Yes ___ No
If yes, please provide other name(s): ______________
EMPLOYMENT RECORD (List current and previous employers for the last five years)
Employed by: ______________________________
Address: ______________________________
City, State, Zip: ______________________________
Your Supervisor: ______________ Phone: ______________
Supervisor's Title: ______________________________
Employed from (month/year) __________ to (month/year) __________
Why did you leave? ______________________________
Employed by: ______________________________
Address: ______________________________
City, State, Zip: ______________________________
Your Supervisor: ______________ Phone: ______________
Supervisor's Title: ______________________________
Employed from (month/year) __________ to (month/year) __________
Why did you leave? ______________________________
Employed by: ______________________________
Address: ______________________________
City, State, Zip: ______________________________
Your Supervisor: ______________ Phone: ______________
Supervisor's Title: ______________________________
Employed from (month/year) __________ to (month/year) __________
Why did you leave? ______________________________

Sample Employment Questionnaire (Continued)

Please complete the following certification:

I certify that (a) no civil, criminal, ecclesiastical complaint has ever been sustained or is pending against me for sexual misconduct; (b) I have never resigned or been terminated from a position for reasons related to sexual misconduct.

____ ____________________
Signature Date

NOTE: If you are unable to make the above certification you may instead give in the space provided a description of the complaint, termination, or the outcome of the situation and any explanatory comments you care to add.

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Sample Employment Questionnaire (Continued)

Release

The information contained in this questionnaire is accurate to the best of my knowledge and may be verified by the employing entity. I hereby authorize (Name of Employing Entity) ____ to make any and all contacts necessary to verify my prior employment history, and to inquire concerning any criminal records or any judicial proceedings involving me as a defendant. By means of this release I also authorize any previous employer and any law enforcement agencies or judicial authorities to release any and all requested relevant information to the (Name of Employing Entity) ______________________________

____.

I have read this release and understand fully that the information obtained may be used to deny me employment or any other type of position from the employing entity. I also agree that I will hold harmless the employing entity or judicial authority from any and all claims, liabilities, and cause of action for the legitimate release or use of any information.

____
Signature

____
Witness

____
Witness

Sample Exhibit B

This is a sample form which may be used to keep a record of all face to face or telephone reference checks. Additions which have to do with sexual misconduct or child abuse may be needed by the entity to justify to a court of law that they have done reasonable and prudent screening before hiring a person for a position within that entity.

CONFIDENTIAL

Employment Reference

1. Name of applicant: ______________________________

2. Reference or church contacted (if a church, identify both the church and person contacted):

   ____

   ____

3. Date and time of contact: ______________________________

4. Person contacting the reference or church: ______________

5. Method of contact (phone, letter, personal conversation):

   ____

   ____

6. Summary of conversation (summarize the reference's remarks concerning the applicant's fitness and suitability for the position, any convictions for or actions pending related to sexual misconduct, sexual harassment or child abuse):

   ____

   ____

   ____

   ____

____

Name Title

____

Signature   Date

Sample Exhibit C

This is a sample designed to implement the sexual misconduct policy. It is necessary that all employees acknowledge being in receipt of the sexual misconduct policy. The policy provides protection and empowerment for the employee.

FORM FOR IMPLEMENTING POLICY OF SEXUAL MISCONDUCT

ACKNOWLEDGEMENT OF RECEIPT

I hereby acknowledge that I received on ____________________ (date), a copy of the "Policy and Its Procedures on Sexual Misconduct of the Presbyterian Church (U.S.A.)" dated ___________ that I have read the policy, understand its meaning, and agree to conduct myself in accordance with the policy.

____
Signature

A similar acknowledgement should be signed at the time amendments to the policy are made and distributed.

Sample Exhibit D

This exhibit provides entities with a sample Report of Suspected Sexual Misconduct. It provides space for the names, addresses, and telephone numbers of accuser/victims, the accused, possible witnesses and others involved. It also provides space for a description of the offending behavior as well as other pertinent information. This form or a revision of it should be filed with the appropriate supervisor, office, or administrator of an entity who is required to file this with the constituting authority or its Response Management Team. (See section on Subsequent Reporting in this policy and its procedures.)

Report of Suspected Sexual Misconduct

Reported by:

Name Title

Address

City, State, and Zip Code

Telephone

Date of Report:

Person suspected of misconduct:

Name Title

Address

City, State, and Zip Code

Telephone

Other person(s) involved (witness or victims):

Name Title

Age Sex

Address

City, State, and Zip Code

Telephone

Sample Exhibit D-2

Report of Suspected Sexual Misconduct

Describe incident(s) of suspected sexual misconduct, including date(s), time(s), and location(s):

____

____

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Identify eyewitnesses to the incident, including names, addresses and telephone numbers, where available:

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Other information which may be helpful to the investigation:

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APPENDIX C

RISK MANAGEMENT

A. Implementation

The General Assembly urges all governing bodies and related entities including colleges, universities, and theological institutions to establish policies, procedures, and practices related to sexual misconduct. Governing bodies and entities are to take appropriate steps to inform member, employees, volunteers, and students of the standards of conduct and the procedures for effective response when receiving a report of sexual misconduct. Governing bodies are reminded of their duty to cooperate with secular authorities in the investigation and prosecution of violations of law.

In part the structures and procedures for responding to allegations of sexual misconduct are mandated by the Book of Order, such as the roles of the committee on ministry and the special disciplinary committee (see G-11.0502 and D-7,0800). When child sexual abuse or other misconduct that violates criminal laws is alleged, the secular authorities will immediately take control of the investigation and disposition of charges against the accused. Governing bodies and entities must cooperate with secular authorities in any secular investigation of sexual misconduct. The governing body or entity has a duty to make its inquiry and enforce disciplinary procedures if warranted when it can be done without interfering with the secular authority or in cases when civil authorities have dropped action in the case.

Response to complaints of sexual misconduct in the course of employment will be governed by the governing body's or entity's existing personnel policy. The same allegations may also result in charges filed against a church member or minister under the Rules of Discipline, and may lead to temporary or permanent removal from membership or office.

Implementation of the churchwide policy will require governing bodies and their entities to adopt educational programs to prevent sexual misconduct and to provide training in pastoral and disciplinary procedures.

B. Liability and Insurance

A governing body or entity can be held liable for harm caused by sexual misconduct of a minister or employee based on a number of legal theories such as negligent hiring and supervision. Governing bodies and entities must take such potential liability into consideration when establishing hiring and supervisory practices.

Governing bodies and entities should regularly inform their liability insurance carriers of the activities and programs they operate or sponsor and of the duties and responsibilities of officers, employees, and volunteers. The standard insurance policy must be enhanced by endorsements to cover specific exposures such as camps, day-care operations, shelters, or other outreach programs.

It is also recommended that governing bodies and entities obtain an endorsement to their general liability insurance policy specifically covering sexual abuse and molestation. Such coverage may provide for legal defense expenses and judgements in civil suits brought against the organization, its officers, directors, or employees.

C. Employment Practices

1. Record Keeping

Accurate record keeping is an essential part of hiring and supervision practices. Every governing body and entity should maintain a personnel file on every employee including ministers. The file should contain the application for employment, any employment questionnaires, references responses and other documents related to this policy.

2. Prescreening Applicants

Governing bodies and entities are urged to establish stringent hiring practices. If an applicant is unknown to the employer, the employer should confirm the applicant's identity by requiring photographic identification such as a driver's license.

Part of pre-employment screening should include specific questions related to discovering previous complaints of sexual misconduct. Governing bodies and entities should ask persons seeking ministerial calls or employment in non-ordained positions questions such as:

a. Has a civil, criminal, or ecclesiastical complaint ever been sustained against you involving sexual misconduct by you?

b. Have you ever resigned or been terminated from a position for reasons relating to allegations of sexual misconduct by you?

c. If so, indicate the date, nature and place of these allegations, and the name, address, and telephone number of your employer at that time.

d. Have you been required to receive professional treatment, physical or psychological, for reasons related to sexual misconduct to you?

e. If so, please give a short description of the treatment including the date, nature of treatment, place and name, address and telephone number of the treating physician or other professional.

A sample employment questionnaire is attached as Exhibit A for adaptation by governing bodies and entities. The questions included in this sample may be integrated into a standard employment questionnaire along with other necessary questions.

3. References

The employing governing body or entity is responsible for contacting references for prospective ministers, employees, or volunteers. A written record of conversations or correspondence with references should be kept in the minister's/employee's personnel file. (See Exhibit B for a sample reference form.)

In dealing with ministers when transferring from one position to another in the matter of sexual misconduct clearance, the governing body could assume responsibility for previous employer reference checks through the synod executive, executive presbyter, or to the authorized persons who would report to the committee on ministry or committee on preparation for ministry either that there had been no reported sexual misconduct or that the committee should inquire into reported sexual misconduct.

The person within the governing body or entity authorized to give a reference is obligated to give truthful information regarding allegations, inquiries, and administrative or disciplinary action related to sexual misconduct of the applicant. The response, however, must be limited to information contained within the written summary prepared as part of the Response Management Team or governing body report. The response, however, must be limited to information that is a matter of public record (e.g. presbytery minutes) or in the applicant's own personnel file which is maintained by the governing body or other entity.

If false or misleading information is given or relevant information is withheld, the applicant should be eliminated from consideration.

Applicants should be informed of negative comments regarding sexual misconduct and shall be given an opportunity to submit additional references or to give other evidence to correct or respond to harmful information obtained from a reference.

D. Distribution

Copies of this policy and its procedures shall be distributed to all governing body and entity offices and shall be distributed to all employees and volunteers, and be available to all church members. It is intended for use by church members, church officers, employees, and volunteers. This policy and its procedures shall be made available to persons who accuse others of misconduct, including those who are or claim to be victims of sexual misconduct and their families. This policy and its procedures will be available to those serving on special disciplinary committees, committees on ministry, committees on preparation for ministry, and Response Management Team.

Upon receipt of this policy and its procedures, personnel in high-risk occupations must sign a written acknowledgement of receipt (Exhibit C). This acknowledgement shall be kept in the person's personnel file.

E. Volunteers

While these guidelines are intended for volunteers, no requirement for screening and applications is usually applied. The increase of litigation requires that local churches do a better job of screening and supervising unpaid volunteers. If the volunteer is new or unknown to your church, some information checking may be wise before allowing him/her to work in high-risk positions such as youth advisor, children's workers, lay counselor, boy or girl scout, or camp counselors.

See Council Report, p. 95.

APPENDIX H

SALEM PRESBYTERY
HUNGER COMMITTEE
Charles Cameron, Moderator
April 27, 1993

Renewal Agreements for Partnerships in Ghana and Zaire

Renewal agreements for five years (1993-1997) with partnerships in Ghana and Zaire have been completed.

The Memorandum of Understanding between Salem Presbytery and Kwahu Presbytery, Presbyterian Church of Ghana focuses on the Tease Agriculture Project with emphasis on food and nutrition and the development of programs to enable women to have a greater role in the Ghanian society. To a lesser extent there will be emphasis on health and medical care, evangelism, and education. All this is to witness to the love of Christ and to improve the quality of life for people in the Afram plains area of Ghana.

The Memorandum of Understanding between Salem Presbytery and Presbytery of Mbujimayi, Zaire focuses on the Christian Health Center and PRODEK (Rural Agricultural Project). The Christian Health Center (CCS), in Mbujimayi, Zaire, a city of 500,000 people, seeks to witness to the Lord Jesus Christ through ministries which are concerned with the root causes of hunger - nutrition, health, and agriculture. PRODEK, the rural agricultural extension program, seeks to improve nutrition and the economy through up-dated practices working with committees in over 30 rural villages.

Both partnerships are in conjunction with the Presbytery of New Hope and involves visits from the overseas partners to our presbyteries and from our presbyteries to Tease and Mbujimayi. Commitments, budgets, and decisions will be mutually agreed to by all partners, and financial arrangements will be negotiated on a yearly basis.

Changes in Hunger Guidelines

The Hunger Committee is recommending changes in the percentages to make provision for Emergency Funds as follows (this change reflects suggestions made by various members of Presbytery and the Committee's experience). A copy of the recommended guidelines is attached, and the changes are as follows:

Percentages:

International Partnerships	50%
Domestic Grants	40%
*Emergency Needs	5%
Education and Promotion	5%

*(Should this amount accrue to more than $5,000, the overage at the end of the fiscal year will be credited to the Domestic and International Partnership line items as needed).

There are procedural additions (2-C, 4-C, 10) which reflect this change and editorial revisions for clarity and to avoid duplications.

For your information:

Plans are being made to send the Camerons to Ghana for three months as Volunteers in Mission. They plan to leave the middle of August.

Clarence Jolly will be attending the CCS Board Meeting in Zaire if the political situation permits.

Dr. Ohemeng-Boakye, Chairman of Kwahu Presbytery, Ghana, will be visiting Salem Presbytery in July and will attend the July Presbytery meeting at Banner Elk.

RECOMMENDATIONS:

OM 1. That Presbytery approve the renewal of the Memorandum of Understanding between Salem Presbytery and Presbytery of New Hope with The Presbyterian Church of Ghana.

OM 2. That Presbytery approve the renewal of the Memorandum of Understanding between the Presbytery of New Hope and Salem Presbytery with The Presbyterian Community of Zaire.

OM 3. That Presbytery approve the revised Guidelines for the Use of Restricted Hunger Funds, dated April 27, 1993, and which include provision for Emergency Needs.

SALEM PRESBYTERY
GUIDELINES FOR THE USE OF RESTRICTED HUNGER FUNDS

1. GOAL:

To address hunger-related problems through provision of direct food relief or development assistance in ways which reflect an understanding of the root causes of hunger and uphold the integrity of God's creation. Participation of those to be served will be encouraged in the planning and implementation of the projects.

2. CATEGORIES: The three categories for which grants will be approved are as follows:

A. Domestic
First consideration will be given to new and expanding projects which address root causes of hunger and/or provide food relief. When these priorities have been addressed, funds may be granted to existing programs in emergencies or in special situations or to continuing programs.

B. International
Priority will be given to partnerships developing long-term commitments with particular programs and churches abroad. These International Partnerships will address development through an integrated approach designed to ultimately enable people to meet their essential needs on their own.

C. Emergency Needs
Emergency needs addressed will include immediate hunger needs due to an extraordinary nonrecurring event of significant magnitude for the people involved.

3. FORMULA FOR DISTRIBUTION:

International Partnerships	50%
Domestic	40%
*Emergency Needs	5%
Education and Promotion	5%

*(Should this amount accrue to more than $5,000, the overage at the end of the fiscal year will be credited to the Domestic and International Partnership line items as needed.)

4. ENDORSEMENT REQUIRED

   A. Domestic
   Recommendation by session of a local church. Local church involvement prior to funding is required. This involvement can be either by direct sponsorship or by projects in partnership with others. Ecumenical involvement is encouraged, particularly when challenge grants or matching funds are utilized. Applicants must complete the application form provided by the Hunger Committee.

   B. International Partnerships
   Recommended by the Presbyterian Church (U.S.A.) and approved by Salem Presbytery.

   C. Emergency Needs
   Those needs which have been assigned an ECO (Extra Commitment Opportunity) number by the Presbyterian Church (U.S.A.).

5. All domestic projects will be visited by the Hunger Action Enabler or a member of the Hunger Committee. In addition, a representative from the project may be interviewed by Hunger Committee members designated by the Moderator of the Hunger Committee.

6. Domestic grants, except for emergencies, will be approved twice a year. In order to be considered for approval, applications must be received by the Hunger Committee a minimum of one month before the Hunger Committee meets to approve such grants.

7. Project grants which remain unused within one year after date of receipt, due to changing circumstances, shall be returned to Salem Presbytery's Restricted Hunger Fund.

8. Recipients of project funding shall complete a report to the Hunger Committee on the use of funds and the effectiveness of the project; this is due a year after the money is received.

9. Hunger Fund Expenditure approval procedures: For Domestic and International Partnership grants.

   A. Expenditures up to $1,000 require only Hunger Committee approval.

   B. Expenditures of $1,000 up to $5,000 must be approved by the Division of the Church in the World upon recommendation of the Hunger Committee.

   C. Expenditures of $5,000 and over must be approved by

Presbytery Council upon recommendation of the Hunger Committee and the Division of the Church in the World.

10. Hunger Fund Expenditure approval procedures: For emergency needs.

A. A subcommittee on Emergency Needs will be formed consisting of: Hunger Committee Moderator; Hunger Committee Past Moderator or another active Hunger Committee member; Hunger Action Enabler.

B. The initiative for the funding will come to the Subcommittee, which will be authorized to make immediate disbursements up to $1,000. The entire Hunger Committee will approve disbursements beyond $1,000.

A form will be completed upon the call-in of need, indicating:

(1) Other agencies and/or Presbyterian structures who are helping in this need.

(2) The avenue for getting funds to the point of need.

(3) Evidence that hunger needs do exist, not just general disaster relief.

(4) The ECO number.

(5) Additional information

C. The Hunger Committee will notify Presbytery Council of the expenditure at the Council meeting immediately following the expenditure.

11. Salem Presbytery's operating budget will fund the Hunger Action Enabler and Hunger Committee expenses.

12. Information and assistance needed to interpret information required is available through the Hunger Action Enabler (919-766-3393).

APPENDIX I

ABBREVIATED TEXT
THE CHURCH AND HOMOSEXUALITY

"DEFINITIVE GUIDANCE"

The United Presbyterian Church in the United States of America

Introduction

The General Assembly was asked by the Presbyteries of New York City and of the Palisades to give "definitive guidance" concerning the eligibility for ordination to the professional ministry of persons who openly acknowledge homosexual orientation and practice...

We conclude that homosexuality is not God's wish for humanity. This we affirm, despite the fact that some of its forms may be deeply rooted in an individual's personality structure. Some persons are exclusively homosexual in orientation. In many cases homosexuality is more a sign of the brokenness of God's world than of willful rebellion. In other cases homosexual behavior is freely chosen or learned in environments where normal development is thwarted. Even where the homosexual orientation has not been consciously sought or chosen, it is neither a gift from God nor a state nor a condition like race; it is a result of our living in a fallen world...

Jesus Christ calls us out of the alienation and isolation of our fallen state into the freedom of new life. This new life redeems us as sexual beings but is impossible without repentance. To claim that God's love for us removes divine judgment of us is to eliminate the essence of divine love and to exchange grace for romantic sentimentality. There is a necessary judgment in God's love--else it cannot redeem. It was this Christ who said to the woman in dultery, "Go and sin no more" (John 8:1-12), and to e rich young ruler: "One thing you still lack. ll all that you have and distribute to the poor...and come, follow me." (Luke 18:22 and parallels.)

Jesus Christ calls us out of the alienation, brokenness, and isolation of our fallen state into the freedom of new life in Christ. We deny that this new life liberates us to license and affirm that it frees and empowers us for lives of obedience whereby all of life becomes subject to his Lordship.

Scripture and Homosexuality

.... We anchor our understanding of homosexuality in the revelation in Scripture of God's intention for human sexuality.

In order to comprehend the biblical view of homosexuality, we cannot simply limit ourselves to those texts that directly address this issue. We must first understand something of what the Scriptures teach about human sexuality in general. As we examine the whole framework of teaching bearing upon our sexuality from Genesis onward, we find that homosexuality is a contradiction of God's wise and beautiful pattern for human sexual relationships revealed in Scripture and affirmed in God's ongoing will for our life in the Spirit of Christ. It is a confusion of sexual roles that mirrors the tragic inversion in which men and women worship the creature instead of the Creator. God created us male and female to display in clear diversity and balance the range of qualities in God's own nature. The opening chapters of Genesis show that sexual union as "one flesh" is established within the context of companionship and the formation of the family. Nature confirms revelation in the functional compatibility of male and female genitalia and the natural process of procreation and family continuity.

Human sin has deeply affected the processes by which ual orientation is formed, with the result that ne of us, heterosexual or homosexual, fulfill perfectly God's plan for our sexuality. This makes it all the more imperative for revelation to make clear for us how our sexual relationships are to be conducted so as to please God and challenge us to seek God's will instead of following our own. Though none of us will ever achieve perfect fulfillment of God's will, all Christians are responsible to view their sins as God views them and to strive against them. To evade this responsibility is to permit the church to model for the world forms of sexual behavior that may seriously injure individuals, families, and the whole fabric of human society. Homosexual persons who will strive toward God's revealed will in this area of their lives, and make use of all the resources of grace, can receive God's power to transform their desires or arrest their active expression.

Within the context of general biblical teaching on human sexuality, a number of passages dealing specifically with homosexuality are significant for our response to this issue. These are, of course, complementary to the wider biblical themes of creation, fall, and redemption.

Three Scriptures specifically address the issue of homosexual behavior between consenting males: Leviticus 18:22, Leviticus 20:13, and Romans 1:26-27. Romans 1:26-27 also addresses the issue of homosexual behavior between consenting females. These three passages stand in an integral and complementary relationship. Leviticus 20:13 regards homosexual behavior as an "abomination."

In the Reformed tradition, the Leviticus passages are considered part of the moral law and thus are different in kind from Levitical proscriptions against certain foods, for instance, which belong to the ritual law. Jesus declared "all foods clean" (Mark 7:19)--one declaration among many that the ritual law of the Old Testament is transcended and fulfilled in him, Moral law in the New Testament is not the means of salvation, for that is Christ alone. Rather, obedience to the moral law is a fruit of grace and salvation...

Romans 1:26-27 speaks to the problem of homosexual passion, describing it as "dishonorable," as well as to homosexual behavior, which is described as "unnatural." By "unnatural" the Scripture does not mean contrary to custom, nor contrary to the preference of a particular person, but rather contrary to that order of universal human sexual nature that God intended in Genesis 1 and 2.

We emphasize that Paul here includes homosexual behavior in a larger catalog of sins, which includes pride, greed, jealously, disobedience to parents, and deceit. Homosexual behavior is no greater and no less a sin that these.

Two other texts, I Corinthians 6:9-10 and I Timothy 1:9-10, show further New Testament opposition to homosexual behavior. I Corinthians probably distinguishes between the more passive partners or catamites (*malakof*) and the more active partners (*arsenokoitai*). Homosexual relationships in the Hellenistic world were widespread. We may safely assume that some were characterized by tenderness, commitment, and altruism. Yet the New Testament declares that all homosexual practice is incompatible with Christian faith and life. No Scriptures speak of homosexuality as granted by God. No Scriptures permit or condone any of the forms of homosexuality. In Matthew 19:1-12, Jesus reaffirms God's intention for sexual intercourse, enduring marriage between husband and wife, and affirms godly celibacy for those not entering the marriage covenant.

The biblical revelation to Israel, reaffirmed in the teaching of Jesus and Paul, portrayed in the *theology and human creation*, specifically reflected in the ethical teaching in both the Old and New Testaments, and confirmed in nature, clearly indicates that genital sexual expression is meant to occur within the covenant of heterosexual marriage. Behavior that is pleasing to God cannot simply be defined as that which pleases others or expresses our own strong needs and identity; it must flow out of faithful and loving obedience to God....

To conclude that the Spirit contradicts in our experience what the Spirit clearly said in Scripture is to set Spirit against Spirit and to cut ourselves loose from any objective test to confirm that we are following God and not the spirits in our culture or our own fallible reason. The church that destroys the balance between Word and Spirit, so carefully constructed by the Reformers to insure that we follow none other than Jesus Christ who is the Word, will soon lose its Christian substance and become indistinguishable from the world. We have been charged to seek "new light from God's Word," not "new light" contrary to God's Word.

Church Membership

Persons who manifest homosexual behavior must be treated with the profound respect and pastoral tenderness due all people of God. There can be no place within the Christian faith for the response to homosexual persons of mingled contempt, hatred, and fear that is called homophobia...

As person repent and believe, they become members of Christ's body. The church is not a citadel of the morally perfect; it is a hospital for sinners. It is the fellowship where contrite, needy people rest their hope for salvation on Christ and his righteousness...

There is room in the church for all who give honest affirmation to the vows required for membership in the church. Homosexual persons who sincerely affirm "Jesus Christ is my Lord and Savior" and "I intend to be his disciple, to obey his word, and to show his love" should not be excluded from membership.

Ordination

To be an ordained officer is to be a human instrument, touched by divine powers but still an earthen vessel. As portrayed in Scripture, the officers set before the church and community an example of piety, love, service, and moral integrity. Officers are not free from repeated expressions of sin. Neither are members and officers free to adopt a lifestyle of conscious, continuing, and unresisted sin in any area of their lives. For the church to ordain a self-affirming, practicing homosexual person to ministry would be to act in contradiction to its charter and calling in Scripture, setting in motion both within the church and society serious contradictions to the will of Christ.

The repentant homosexual person who finds the power of Christ redirecting his or her sexual desires toward a married heterosexual commitment, or finds God's power to control his or her desires and to adopt a celibate lifestyle, can certainly be ordained, all other qualifications being met. Indeed, such candidates must be welcomed and be free to share their full identity. Their experience of hatred and rejection may have given them a unique capacity for love and sensitivity as wounded healers among heterosexual Christians, and they may be incomparably equipped to extend the church's outreach to the homosexual community.

We believe that Jesus Christ intends the ordination of officers to be a sign of hope to the church and the world. Therefore our present understanding of God's will precludes the ordination of persons who do not repent of homosexual practice...

Conclusions

I. *Response to Overture 9 (1976)*

The Presbytery of New York City and the Presbytery of the Palisades have asked the General Assembly to give "definitive guidance" in regard to the ordination of persons who may be otherwise well qualified but who affirm their own homosexual identity and practice.

The phase "homosexual persons" does not occur in the Book of Order of the United Presbyterian Church. No phrase within the Book of Order explicitly prohibits the ordination of self-affirming, practicing homosexual persons to office within the church. However, no phrase within the Book of Order can be construed as an explicit mandate to disregard sexual practice when evaluating candidates for ordination. In short, the Book of Order does not give explicit direction to presbyteries, elders, and congregations as to whether or not self-affirming, practicing homosexual persons are eligible or ineligible for ordination to office.

Therefore, the 190th General Assembly (1978) of The United Presbyterian Church in the United States of America offers the presbyteries the following definitive guidance:

That unrepentant homosexual practice does not accord with the requirements for ordination set forth in Form of Government, Chapter VII, Section 3 (37.03):..."It is indispensable that, besides possessing the necessary gifts and abilities, natural and acquired, everyone undertaking a particular ministry should have a sense of inner persuasion, be sound in the faith, live according to godliness, have the approval of God's people and the concurring judgment of a lawful judicatory of the Church."

In relation to candidates for the ordained ministry, committees should be informed by the above guidance.

*****

Action (abbreviated) taken by the 1978 UPCUSA Gener[illegible] Assembly; similar action was passed by the 1979 PC[illegible] General Assembly; it has been sustained by Assemblies ever since. (See G-13.0103(q)(r).

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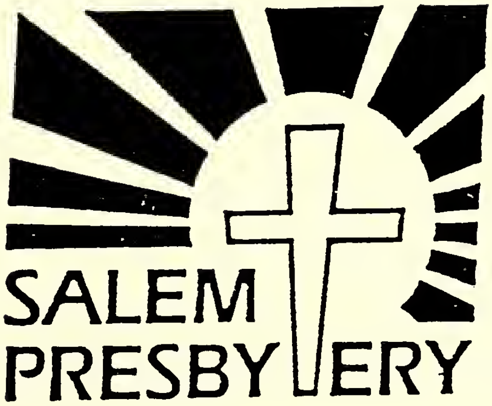
SALEM
PRESBYTERY

NINETEENTH STATED MEETING
LEES-McRAE COLLEGE
BANNER ELK, NORTH CAROLINA
July 23-24, 1993

MINUTES OF

SALEM PRESBYTERY

NINETEENTH STATED MEETING
LEES-McRAE COLLEGE
BANNER ELK, NORTH CAROLINA

July 23-24, 1993

OFFICERS

Moderator	Cynthia R. Higgins
Moderator-in-Nomination	W. Erwin Fuller, Jr.
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Congregational Life	Hewon Han
Associate Presbyter for Care and Development of Leadership	A. Michael Warren
Hunger Action Enabler	Catherine J. Reed
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Suzy Marion
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Judy Brock
Secretary	Cynthia Downing

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NINETEENTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

LEES-McRAE COLLEGE

BANNER ELK, NORTH CAROLINA

July 23-24, 1993

FRIDAY MORNING SESSION

The Nineteenth Stated Meeting of Salem Presbytery was called to order by Moderator Cynthia R. Higgins at 10:15 a.m., Friday, July 23, 1993, in the Evans Auditorium of Lees-McRae College in Banner Elk, North Carolina. The opening worship was led by the Reverend John Milholland.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

ENROLLMENT

Commissioners	
Elders	110
Ministers	86
Corresponding Members Ministers	4
Church Educators	1

Administrative Staff	
Non-Commissioners	2
Visitors	69
Total Enrollment	272

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., George W. Alexander, Jr., Frank J. Allen, Michael E. Askew, Sr., J. Lawrence Ayers, Jonathan C. Barker, Jesse W. Bledsoe, Linda L. Blessing, John C. Brearley, Robert E. Button, George C. Carpenter, Charles R. Carter, M. Gray Clark, Robert Cleveland, Kermit W. Dancy, David T. Daniel, Frank A. Davison, Carl W. Dumford, John E. Eliason, Stewart E. Ellis, Robert C. Evans, III, Carlton A. G. Eversley, T. McLean Faw, Jr. Norris Fellows, Dusty K. Fiedler, James T. Frazier, Elijah B. Freeman, Robert O. Freeman, Harold E. Fuller, Jr.

G-M

Robert J. Goforth, Hewon Han, John M. Handley, William C. Hayes, James Henderson, Margret L. Henderson, Robert W. Henderson, David L. Henry, Robert W. Herron, Cynthia R. Higgins, Z. N. Holler, Robert M. Howard, Stephen A. Hundley, Guy W. Hunt, Jr., George Hunter, Ann B. Jahnes, Phyllis M. H. Kort, Thomas K. Lane, William F. Lawrence, Jr., James E. Layman, Robert M. Lewis, S. Edwin Lewis, Robert M. Matthews, James M. Mauldin, William S. Metzel, Judson J. Milam, John L. Milholland, Donald Mimbs, James A. Mitcham, H. Reid Montgomery, Stephen A. Moss.

N-Z

David C. Partington, S. Curtis Patterson, A. B. Plexico, Donald G. Price, Catherine J. Reed, Leland A. Richardson, Raymond Riddleberger, James M.

Rissmiller, Grant M. Sharp, Jeffrey D. Smith, Billy F. Sosebee, Laura M. Spangler, Joe L. Spears, Rollin M. Steele, Jr., William Stephens, Samuel Stevenson, Patricia F. Stewart, Larry E. Summey, John G. Truitt, Jr., Rockwell P. Ward, A. Michael Warren, William C. Weckerly, Kellie E. Weekley, Norman M. Whitney, Sr., Paul D. Woodall, Jr., R. Scott Woodmansee, Robert L. Yoder, Christopher E. Zorn.

The following Ministers asked to be excused from attendance:

Shawn Edwin Barkley, L. Adlai Boyd, Janet Briscoe, Warren C. Brannon, Robert A. Bryant, Malcolm M. Bullock, Carole F. Chase, Mary Boyd Click, S. Jay Click, Frederick A. H. Coates, Dale W. Davidson, James A. Dickens, M. Susan Dobyns, Barbara E. Dua, Robert A. Fiedler, Larry W. Freeman, James H. Grant, Jr., Lucius A. Gray, Ann I. Hoch, Fredrick R. Horner, Joanne R. Hull, Robert S. Jeffords, William Stacy Johnson, Henry J. Keating, Walter W. King, J. David Kivett, Robert E. Lee, David Leininger, Paul Lindsey, Steve A. Martin, Stephen P. McCutchan, Sam E. McGregor, Jr., E. Thomas Miller, James F. Miller, William H. Morrison, George H. Murray, IV, J. Herbert Nelson, Jamie Bibee Pharr, Steve M. Pharr, Joseph L. Pickard, Phillip Justin Pogue, Marie P. Reed, Paul N. Ridolfi, Jeannette G. Rodenbough, Paul S. Ryoo, Dennis J. Sebesan, A. Carter Shelley, R. Page Shelton, Jerold D. Shetler, Ethel C. Simonetti, Steven A. Snipes, Robert R. Tolar, Jr., W. Russell Ward, Jr., Worth N. Watts, Charles Williams, J. Gordon Williams, James K. Wilson, Jr., William T. Wing, William J. Wrenn, Jr., Richard S. Wurst, Jr.

The following Missionaries and Chaplains were excused:

Sherron K. George, Connell Osborne.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Tom B. Anderson, Lawrence W. Avent, Thomas B. Bagnal, Jr., James H. Banbury, Dwight Lee Barker, Ernest Bradford, Edwin C. Brammer, Jr., Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, William H. Chappell, L. B. Colquitt, Jr., Frank C. Collier, Watt M. Cooper, Herbert H. Culler, F. Marion Dick, C. Wayne Dixon, Roscoe B. Fisher, Charles G. Fitzpatrick, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Milton M. Foust, Samuel R. Fudge, Joseph M. Garrison, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, John S. Johnson, Hardin A. King, William R. Knox, Morton Kurtz, Julian Lake, Donald E. Lannon, William F. Long, John W. Luke, Wilkes D. Macaulay, John R. McAlpine, III, James M. McDaniel, Charles McKee, Lacy V. McPherson, Allen C. McSween, K. Moser Misenheimer, Joseph Mullin, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, W. Clark Porter, III, James L. Price, Jr., John A. Redhead, Jr., Gerald N. Reiff, William C. Rhodes, Jr., Russell H. Ritchel, Jr., Lester E. Sheppard, William R. Smith, III, Thompson B. Southall, Jamie D. Stimson, Harry S. Thomas, Robert L. Turner, William D. Varker, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Robert S. Wells, John C. Whitley, Frank C. Wilkinson, John A. Womeldorf.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery.

James H. Allen, John W. Bell, Robert R. Childs, Jr., Charles W. Clubb, O. Leighton Culler, Max E. Deal, Frank M. Dew, Steven W. Dyer, Christopher F. East, T. McLean Faw, Jr., Philip R. Gehman, Carter B. Gillespie, Scott C. Girard, Robert W. Henderson, William S. Johnston, Benjamin Kirkland, Donald E. Lannon, David T. Lee-Andrews, Robert M. Lewis, Z. Bradford Long, Ivan W. Lowery, J. Roger Marrow, Molly Dotson Morgan, Allen E. Morrison, Lisa Mullen, Richard Osmer, Franklin L. Partridge, III, Michael J. Poulos, James T. Shields, Jerry M. Smith, Ronald A. Smith, John B. Talmage, Glenn C. Thomason, Benjamn F. Williams.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Pat Royal, John Stancil, Harvey Starr, Allen Temple Margaret Cowan, Virginia Mott, First (Asheboro) Ella Ruth Clark, Harold L. Jackson, Bethany (Graham) Ron Kimrey, Bethel Sue C. Flippin, Bethesda (Statesville) Hazel McNeely, Beulah Robert Habershaw, Elizabeth R. Scott, Bixby Judy B. Howard, First (Boone) Ben Miller, Buffalo Bill Cross, First (Burlington) Nana E. Garrison, Jack W. Pritchett, Cameron John C. Chambers, Phyllis Chambers, Centre Sam Favor, Clemmons Nancy Terry, Collinstown Mark George, Community in Christ William D. Russ, Concord John H. Stevenson, Jr., Cooleemee Grier C. Waller, Cross Roads George L. McBane, Dellabrook Lula W. Burns, Irma Jackson, First (Eden) Lyman A. Collins, Edward Webb Gladys W. Bailey, LaDonna N. McCarther, Elkin Barbara Fulp, Flat Rock Jessie Welborn, Forest Hills Cindy Salter, Forest Park Danny E. Jackins, Francisco Octavia Edwards, Franklin Nathan Thomason.

G-M

Grace Barbara R. Brown, Thelma Hines, Graham Bill Cooke, First (Greensboro) Regi Blackburn, W. Erwin Fuller, Jr., Milnor P. Jones, Guilford Park Ed Gardner, Betty Peraldo, Betty Sutton, Gulf Russell Palmer, Hawfields David Murdock, Elmo Albright, First (High Point) Bo Morgan, Murray White, Highland Paul Armstrong, Elaine Handley, Hills Don Martinat, Kathryn Martinat, Jamestown John C. Hamil, John Calvin Hoyt McCathren, Lansing Barbara Carter, First (Lexington) Norman Griffith, Joan Lawrence, Second (Lexington) Irvin Albert, Lloyd Edwin L. Patterson, Vera M. Williams, Mebane James M. Gilland, First (Mocksville) Allen Martin, First (Mooresville) Ernest Crymes, Eddie Nelson, Mt. Tabor Constance S. Sherrill.

N-Z

New Creation Katherine Blackburn, New Salem Jeanne Cockrell, Old Town John Bukas, Parkway Alton Z. Canady, Nancy Gilbert, Piedmont George Florence, Pilot Mountain Jim Blackwelder, Pine Hall Chis Rodenbough, Pittsboro Edith C. Wasko, Presbyterian Church of the Covenant Olena S. Bunn, Prospect William F. Tulbert, Reid Memorial Leonard D. Campbell, Rumple Memorial Jane B. Rogers, First (Salisbury) Frank Eason, Frank Gudger, Shady Side Charles England, Robert Gilchrist, Sr., Sedgefield Craig McIntosh, Shallowford Donna Han, Siler City Thomas S. Elder, Spencer Jonnette J. Powell, St. Andrews Mrs. Lu Laverty, St. James Catherine T. Bonner, Luella J. Graves, Rosa Yourse, St. Paul (Greensboro) Herb Reese, Starmount Carol Carpenter, First (Statesville) Paul Gilbert, Edie Holland, Stony Creek Jim Kistler, Tabor Jack Messick, Taylorsville F. P Wright, Jr., Third Creek Gwen C. Smith, First (Thomasville) Marian R. Greeson, Thyatira at Mill Bridge Keith Townsend, Trinity (Elon College) Robert VonBergen, Trinity (Winston-Salem) Margaret P. Elliott, Unity William R. Perrell, Vandalia Mary Beard, Westminster (Burlington) Wade Redding, First (Winston-Salem) Robert S. Hartsell, W. Graham Lynch, Yadkinville Ken Rudolph.

The following Churches were excused from having representatives at this meeting of Presbytery:

Asbury, Brentwood, Church of the Cross, Covenant, Crestwood, El Bethel, Faith, Fieldstone, Freedom, Glendale Springs, Glenwood, First (Kernersville), Korean First, Laurel Fork, Logan, Mount Vernon Springs, North Wilkesboro, Oakland, Pine Ridge, Second (Salisbury), Sandy Ridge, Shiloh (Burlington), Shiloh (Statesville), Smyrna, Speedwell, Wentworth, Yanceyville.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Baird's Creek, Bethany (Statesville), Bethesda (Ruffin), First (Boonville), Calvary, Cleveland, Clio, Danbury Community, Dogwood Acres, Ebenezer, Elmwood, Fairmont, Fellowship, Fifth Creek, Greenwood, Griers, Harmony, Hope View, Immanuel, Joyce, Little Joe's, Love Valley, Madison, Memorial, Milton, Second (Mocksville), First (Mt. Airy), Mount Jefferson, Mount Vernon, Oakview, Old Providence, Peak Creek, Pleasant Grove, Randolph, Red House, First (Reidsville), Riverview, Southminster, Sparta, Springwood, St. Paul (High Point), Stonevlle, Trinity (Salisbury), Westminster (Greensboro), Whispering Pines, Yadkin United.

The following Church Professionals were enrolled:

Rebecca McKee.

The following Visitors were registered:

G. Douglas Aitken, Jr., Steve Beard, Ronald L. Bowie, Lois S. Brake, Joyce Brown, Charles Cameron, David M. Cameron, Marian Cameron, Edna P. Canady, Barbara Clawson, Patty Cone, Eleanor Cooke, Calvin Crump, Dean Crymes, Bill Daniels, Faith Davison, Betty Fellows, Betty Fuller, Robert M. Gant, Jr., Philip R. Gelzer, Robert L. Greeson, Dellene Gudger, Randy Hall, Holly Hayes, Jackie Henry, Donald F. Howie, Frances Howie, Helen Hunter, Annette Jackson, Nancy Kistler, Florence Kraft, Kay Layman, Martha C. Lewis, Margaret S. Marks, Pat Martin, Avys L. Massey, Cora Lee Massey, Audrey K. McBane, Minnie McCachren, Estella D. McFadden, Roy McNeely, Mrs. Jack Messick, Martha Montgomery, Althea Nelson, Lisa Traynham Nelson, Ron Nelson, Kaye Palmer, Jewelene Parker, Charlotte Patterson, Ruth M. Patterson, Barbara K. Perrell, Beth Phifer, Lunette Plexico, Esther Preston, Gwen Reese, Richard Royal, Otis B. Scott, Tookie Starr, Mary Lou Stevenson, John Stewart, Ruth B. Taylor, Sarah Terry, Clara Thomason, Joe Welborn, Mrs. Edward B. Whitson, Carol Wilkins, Steve Wilkins, Marilyn F. Woodall, William H. Wooten.

The following Corresponding Members were present:

Rev. William J. (Bill) Cowfer, Presbytery of Coastal Carolina; Rev. Ohemeng-Boakye, Presbyterian Church of Ghana; Rev. James Stuart, Presbytery of Western North Carolina; and Rev. Tom Young, Presbytery of Peace River.

The following Administrative Staff were present:

Willie D. Garvin and Phyllis L. Plyler, Salem Presbytery Staff.

DOCKET

The Docket was presented by Neel Fleming, Moderator of Council, and was approved (see Appendix A, pp. 202-203).

OMNIBUS MOTION

Elder N. N. Fleming, III, Moderator of Council, presented the Omnibus Motion. Following opportunity for members of Presbytery to remove items from the Omnibus Motion, the Presbytery approved all the recommendations in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are designated by an OM in the left margin.

WELCOME

The Governing Body was welcomed by David Frazier, Interim President of Lees-McRae College. Information regarding the facilities of the college as well as those areas which would be used during the meeting was presented.

INTRODUCTIONS

Elders attending for the first time and other guests were introduced and welcomed. The following ministers from other presbyteries were introduced and seated as Corresponding Members: Bill Cowfer, Coastal Carolina Presbytery; Tom Young, Peace River Presbytery; and Carroll Jenkins, Synod of the Mid-Atlantic Executive. Rev. Ohemeng-Boakye chairman of Kwahu Presbytery of the Presbyterian Church of Ghana. Guest of the Hunger Committee of Salem Presbytery, he visited the Foothills Presbytery and the New Hope Presbytery. He returns to Ghana on August 1, 1993.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix B, pp. 204-205.)

MINUTES OF COMMISSIONS COMMITTED TO THE RECORD

The Minutes of Commissions to ordain and/or install pastors were admitted to record. (Appendix C, pp. 206-207.)

REPORT OF PRESBYTERY COUNCIL

N. N. Fleming, III, Moderator

Your Council has met three times since the last Stated Meeting of Salem Presbytery.

ACTIONS REPORTED:

1. At the request of the Office Location Committee, in order to determine whether presbytery should take advantage of an offer of land for a presbytery office site, Council designated up to $2,000 from 1992 unspent year-end funds to pay for legal fees, surveys and miscellaneous expenses. The Committee is working toward having the one acre tract of land in Clemmons transferred to Salem Presbytery by July 1, 1993.

2. Council approved a Lease Agreement between the Yadkinville Presbyterian Church and the Yadkin Valley Economic Development District, Inc. for the purpose of committing the use of a part of the church's property to a Head Start Program.

3. Council approved the following calendar requests:

a.	August 6-8	Presbyterian Women's Retreat Presbytery approved a communion service Sunday, August 8, 1993
b.	August 24, 1993	New Church Professionals Orientation
c.	September 11, 1993	Worship and Music Workshop
d.	September 18, 1993	Ed White Workshop (on invitational basis)
e.	September 27, 1993	Doug Hix Seminar (Districts 5 & 6) First (Statesville
f.	September 28, 1993	Doug Hix Seminar (Districts 7 & 8) Elkin
g.	November 5, 6, 7, 1993	Youth Retreat (Camp Grier)
h.	November 15, 1993	Doug Hix Seminar (Districts 1 & 4) Grace

i. November 16, 1993 — Doug Hix Seminar (Districts 2 & 3)
Vandalia

j. May 12-14, 1994 — Retirement Planning Seminar

k. September 24, 1994 — Evangelism Training Event

4. Special Meeting of Presbytery - November 13

In accordance with the requirements of G-11.0201, at the request of the Social Justice Committee, the Council requested the Moderator to call a special meeting of Salem Presbytery to be held November 13, 1993, as follows:

> That Salem Presbytery meet in special session at 9:00 a.m. on Saturday, November 13, 1993, to study the issue, "**Christian Human Sexuality in Neo-Pagan North America . . . A Wake-Up Call!**

The goals of the Gathering:

1. To affirm our identity in Christ and Our Sexual Identity in Christ as we seek to live faithfully, as "Resident Aliens" in Neo-Pagan North America.
2. To provide a model for Educational Leadership in local congregations for the study of the issue.
3. To begin to learn how to establish a safe place for the conversation where we, as Christians, can risk talking about our sexuality.

A day long meeting is proposed with the following format:

Morning Prayer

Issues Presentation (Either a guest or member of Presbytery to present the theological issues and concerns that confront us in the named topic.)

Most of the Day would then be spent in small groups with trained group conveners. The Resource for our Day will be Continuing the Conversations. A guide for Congregation Study of Issues Related to Human Sexuality. ((c)1992 The Theology and Worship Ministry Unit Presbyterian Church (USA))

5. Council approved the following dates for 1994 meetings of Presbytery:

February 5 - First (Asheboro)
April 26
July 16 (possibly a two-day meeting)
October 25

6. Council approved the transfer of $28,879 from the General Assembly for 1993 to the Synod Partnership Funds and referred to the Budget and Finance Committee for a recommendation regarding 1994.

7. Council approved the following proposals from the 1993 Budget Hearings regarding next year's procedures:

: Next year's participants
  Council
  Budget & Finance
  Stewardship Education
  Goals & Evaluation
  All Committee Moderators

: Evaluate budget building process
    Budget and Finance representatives
    Council Executive Committee
    Staff
    Neel Fleming, convener

8. Council granted permission for Presbytery Staff to take a one-day retreat on August 2, 1993. This permission also grants leave to close the office for that day.

9. Council accepted, with grateful appreciation, a gift of $25,000 from an anonymous donor to be used for renovating the buildings at Northwest Guilford New Church Development Project at Oak Ridge, NC.

   The timing of this gift is most fortunate since budgeted money was insufficient to complete the project. This is the third such gift--one from the Richardson Foundation, Greensboro, NC of $5,000, and one from another anonymous donor of $500.

COUNCIL CONCURS WITH THE FOLLOWING COMMITTEE RECOMMENDATIONS in presenting them to Presbytery:

1. International Missions
2. Budget and Finance
3. Sexual Misconduct Policy Task Force
4. Committee on Ministry AAEEO Policy

RECOMMENDATIONS TO PRESBYTERY:

The following sessions have opted not to participate in the Bicentennial Fund:

Bixby
Covenant
Crestwood
Fairmont
Fellowship
First (Boone)
First (Pilot Mountain)
First (Statesville)
Flat Rock
Glenwood
Hills
Jamestown
John Calvin
Madison
Memorial
Old Town
Piedmont
Pine Hall
Pine Ridge
Riverview
Sandy Ridge
Second (Lexington)
Second (Salisbury)
Siler City
Smyrna
Wentworth
Westminster (Burlington)

Even though no intentional goal for these churches will be adopted, the Council joins the Bicentennial Fund Steering Committee in concern that information concerning the projects and goal of the Salem Bicentennial Fund Drive be made available to each congregation along with an opportunity for individuals to participate if they so choose. Individual gifts can be specified to a particular project(s) in common, the Synod or Presbytery Prospectus OR such gifts may be unspecified to any one such prospectus or combination of them. Promotional materials are available in Presbytery's Office. Therefore, Council makes the following recommendation:

ACTION:

1. Presbytery requested the session of each church not participating in the Bicentennial Fund to consider the approval of a free will offering opportunity for any members desiring to participate in the

Bicentennial Fund, and that upon approval of the offering by the Session, to circulate information concerning the Bicentennial Fund and the free will offering among the membership.

ACTION:

2. The Proposed Docket for the Nineteenth Stated Meeting of Salem Presbytery was adopted.

ACTION:

3. Salem Presbytery approved the following Policy Regarding Advocacy Statements (including letters) in the Name of Salem Presbytery:

   The proposed statement must:

   First, clearly indicate the ways in which Salem Presbytery has been directly involved and invested in the problem described; and

   Second, describe the problem being addressed and the way in which it works against our efforts indicated above; and

   Third, why this is an urgent time to seek solutions to the problem described above; and

   Fourth, appeal to the person or entity addressed to take the above described matters into account in using the power or resources available to make a positive contribution toward solutions to the problem.

   Such statements addressed to those outside the jurisdiction of Salem Presbytery must be approved by the Council or, if Council so specifies, must be recommended to Presbytery for its adoption before mailing.

RE: Oak Ridge Contract

Our new church development project is moving ahead rapidly. Now that Rob Evans is on the field, there is a flurry of activity. Worship services have begun! using the Chapel at Oak Ridge Academy, the forming congregation is already averaging attendance in the 40's with a high of 57!

With school about to resume at the Academy, there is considerable need to move quickly to renovate and convert the existing metal building on our Oak Ridge property to accommodate the growing number of worshippers.

The Steering Committee of the project has negotiated a contract with SAW Construction Company of kernersville. Work included in this contract will convert the present interior arrangements to include worship/meeting space for about 175, a kitchen, classroom, bathrooms and mechanical room. the contract price is not to exceed $58,500.

ACTION:

4. Presbytery authorized the Moderator of the Trustees, Neel Fleming, to sign the contract with SAW Construction Company of Kernersville

for the renovation/conversion of the existing Varco Pruden Metal Building at the Salem Presbytery new church development property at 2614 Oak Ridge Road in Oak Ridge, NC. The total cost is $58,500.

The Council had requests for Salem Presbytery's endorsement of two significant projects being carried on by ecumenical groups in which a number of our churches and ministers participate.

One comes from the Alamance Allied Church Council of Alamance County. The other is an effort toward racial harmony in Winston-Salem called "The Crossing 52 Initiative".

ACTION:

5. Salem Presbytery granted the Council authority to examine these projects and offer Presbytery's endorsement, if the way be clear.

HUNGER COMMITTEE

Charles Cameron, Moderator

Presbytery heard a report on work in Ghana from the Rev. Ohemeng Boakye. In a special service, Presbytery commissioned Charles and Marion Cameron as Volunteers in Mission to Ghana.

BUDGET AND FINANCE COMMITTEE

1994 Budget: Salem Presbytery has continued to experience a slight decline in receipts from the member churches while expenses are increasing substantially. The Budget and Finance Committee has reflected this decrease in the expected revenues received through benevolent giving. This has necessitated a reduction in expenses as well. Further pressure is put on the budget by the cost of new church development, which is an area where Salem Presbytery has committed significant resources. The result has been that in order to present a balanced budget for 1994, we have suggested significant reductions in the budgets of the Outdoor Ministries Division and Congregational Life Division. We are also seeking another change in the distribution of Benevolences between Presbytery, Synod and General Assembly. The net result is that the recommended budget for 1994 is $1,865,175, a reduction of 2.5% from 1993.

1994 Askings Budget: For 1994 we are asking the member churches to raise their giving to at least 10 percent of the individual church's budget. For those churches who are already giving 10 percent of their budget or higher, we are asking that they consider increasing their giving by 3 percent. Benevolent giving at this level would reverse the decline we have experienced in the past few years.

ACTIONS:

6. The proposed 1994 Salem Presbytery Budget in the amount of $1,865,175 was approved. (See Appendix D, pp. 208-211.)

7. The Askings Budget was approved at 10 percent of the particular church's budget or an increase of 3 percent over the 1993 amount, whichever is greater.

8. A reallocation of percentages for Benevolence distribution was approved as follows:

General Assembly	- 26%	(from 28%)
Synod	- 15.4%	(from 16.5%)
Presbytery	- 57.6%	(from 55.5%)

PATHWAYS

Rebecca McKee, along with others from the Pathways Committee made a presentation to Presbytery regarding the upcoming Pathways event on October 2, 1993, at the Parkway Church in Winston-Salem.

EDUCATIONAL MINISTRY COMMITTEE

Fred Ward, Moderator

John Hamil presented the report of the Educational Ministry Committee.

The Educational Ministry Committee held five meetings during the year to plan and to effect the promotion of Christian Education opportunities throughout the Presbytery. The principal areas of education and support focused upon teacher training, lay leader involvement, new officer training, and fellowship of educators.

Plans are being developed to hold a follow-up seminar with Dr. Edward White of the Alban Institute to the one he conducted in Salem Presbytery on January 25, 1992, entitled, "Empowering the Laity for Ministry in Daily Life." The seminar will be conducted in two phases with the initial training event to be held September 18, 1993, which will train interviewers to determine the power of lay ministry currently existing in selected churches. The second meeting, which will be held in January, 1994, will utilize the results of the interviews to prepare a program in which Dr. White will explore specific ways in which all churches can become "equipping" or "empowering" churches -- intentional in seeing that each church member discovers their gifts and their call and then finds both the support and the challenge to respond in ministry in daily life.

Christian Educators met throughout the year for idea sharing, fellowship and program support. The planned Educator's Retreat in October, 1992, with Rodger Nishioka to discuss new trends in Christian Education had to be canceled because of a request for Rodger to meet with President Bush and his advisors to discuss the problems of our nation's youth. An Educator's Gathering will be held October 4-6 at Duke Power's Lodge at Lake Norman.

Effort has been expended to co-sponsor a program with the Presbyterian School of Christian Education to offer a continuing Professional Education Program in the area. Presbytery obligations are being studied prior to commitment and further program finalization.

The Educational Ministry Committee conducted two officer training workshops for newly elected elders and deacons during the last quarter of 1992. Approximately 127 officers attended these sessions which is double the attendance of the previous year. Additional training sessions are scheduled for 1993 in the Winston-Salem and Greensboro areas. Other sessions may be conducted if requested. These sessions have proven beneficial to all in attendance because of the synergism involved between the churches represented.

A Christian Education Advocate Network for Salem Presbytery is being supported by the committee and by two educators who are assigned to act as Salem's Advocates.

The Committee assisted Elkin Presbyterian Church in review of applications and selection of an applicant to be the recipient of the Dr. William Welborn Scholarship.

The Educational Ministry Committee in conjunction with the Committee on Ministry will co-sponsor a sexual abuse seminar for church professionals.

The Committee has accepted as a 1994 task the responsibility to develop a strategy to promote and uplift the Synod's Career Counseling program among DCEs, ministers, and interested adult advisors.

LUNCH

The Presbytery recessed for lunch at 12:00 Noon and was led in prayer by John Handley.

FRIDAY AFTERNOON SESSION

Presbytery reconvened at 1:30 p.m. The Presbytery was divided into three groups to hear sermons preached by the three candidates for ordination in partial fulfillment of the requirements for ordination. Holly Diane Hayes preached on Matthew 13:31-35 a sermon entitled, "Beyond Imagining". Lisa Faye Traynham Nelson preached on Matthew 13:1-9; 18-23, a sermon entitled, "The Price Is Right". Stephen Howell Wilkins preached on John 13:12-17; 34, 35 and Hebrews 10:19-25, a sermon entitled, "Let's Get Together". Presbytery approved this part of their examination.

SEXUAL MISCONDUCT/HARASSMENT POLICY

Ann Jahnes and Margaret Elliott representing the Task Force presented the "Sexual Misconduct Policy and Its Procedures To Be Presented To The Nineteenth Stated Meeting Of Salem Presbytery".

ACTION:

9. Salem Presbytery adopted the Policy with amendments, thereby replacing the Interim Policy, and empowered the Committee on Ministry to implement this policy including recruiting and training the Response Group. (See Appendix E, pp. 212-242.)

NOMINATIONS COMMITTEE
Edward J. Mack, Moderator

ACTION:

10. Salem Presbytery elected the following persons to fill vacancies in the Presbytery structure as stated:

Council
    Class of '95
        Esther Preston (Highland)

Evangelism
    Class of '95
        Anne Smith (Clemmons)

Higher Education

    Class of '94
        Thelma Hines (Grace)

International Missions
Class of '93
Christine Leininger (St. Paul [Greensboro])

Preparation for Ministry
Class of '93
Rev. Jamie Stimson

Racial Ethnic
Class of '95
Peggy Trimble (Calvary)

Singles
Class of '95
Val Follo

Stewardship
Class of '94
Dorothy Mintz (Logan)

Women's Ministry
Class of '93
Willa Gray Connor (First [High Point])

PEACEMAKING COMMITTEE

Gray Clark, Moderator

Peacemaking Offering

You will find a report in your packet that lists the contributions of each church to the Peacemaking Offering. We are promoting this offering because we find that issues of Peacemaking need to be heard by our world and our church. The offering is generally taken on World Communion Sunday, the first Sunday in October. Your offering is broken down in the following ways: 25% to Local Peacemaking, 25% to Presbytery and Synod Peacemaking and 50% to General Assembly Peacemaking.

What is this money used for? It is used to develop resource materials that deal with issues ranging from violence to children, to conflict in churches, to issues of international peace. Locally we encourage people to go to the Peacemaking Conference in Montreat, provide resources, sponsored study trips to the United Nations and have encouraged peacemaking within the congregations of presbytery.

Peacemaking Commitment

The "Commitment Letter" is a way that each Session and Congregation can state its commitment to the cause of peacemaking. Copies of the "Commitment" are available from the Presbytery Office.

We urge your Session to approve its support for Peacemaking.

Youth Trip to the United Nations

We are planning a trip to the United Nations in New York to study the issues related to the environment in the world. The trip is scheduled for July 28-31.

Adult Trip to the United Nations

Another trip to the United Nations in New York is scheduled for November 11-13 to study issues related to the conflict in Eastern Europe.

International Trips

We are currently planning for trips abroad that would get members of presbytery involved in other cultures and help understand differences that create potential conflict.

Peacemaking at Presbytery
During the July meeting of Presbytery, we will be leading an exercise that will teach commissioners how to discuss difficult issues in the church with respect and dignity for each other.

We Urge Your Prayers!
We urge your prayers for churches and communities within our presbytery that are currently involved in conflict. We pray that the racial issues that divide certain communities within our presbytery will be healed with an honest effort on all sides to understand the issues, and reconcile the differences that have emerged due to discrimination and prejudice. We pray that churches will lead by their examples of condemning hate groups and promoting equality and understanding.

Speakers and Resources Available
If your Session or Congregation would like to hear more about the issues of Peacemaking, the "Commitment Letter", the Peacemaking Offering, etc., please do not hesitate to call either Katy Reed at Presbytery's office or Gray Clark, Moderator of the Peacemaking Committee.

PEACEMAKING OFFERING BY CHURCHES
1992

NAME/CITY/STATE	PEACEMAKING
Bethesda - Statesville	$ 32.49
Boonville First United - Boonville	102.00
Cameron - Statesville	25.71
Clemmons - Clemmons	148.33
Dellabrook - Winston-Salem	111.69
Dogwood Acres - Asheboro	51.00
Edward Webb Memorial - Mt. Airy	58.00
Faith - Greensboro	56.00
Grace - Winston-Salem	242.00
High Point First - High Point	200.85
Kernersville First - Kernersville	36.25
Lansing - Lansing	187.00
Lloyd - Winston-Salem	58.00
Mount Vernon Springs - Siler City	150.00
New Creation Community - Greensboro	435.00
North Wilkesboro - North Wilkesboro	169.72
Parkway - Winston-Salem	201.00
Pittsboro - Pittsboro	128.00
Presbyterian Church of the Covenant - Greensboro	157.50
Prospect - Mooresville	375.00
Sedgefield - Greensboro	144.78
Trinity - Elon College	142.00
Trinity - Winston-Salem	567.00
Yadkinville - Yadkinville	32.00
Cleveland - Cleveland	25.00
TOTAL:	$3,836.32

BREAK AND DINNER

At 5:00 p.m. Presbytery recessed for a break and dinner.

FRIDAY EVENING SESSION

The Presbytery was reconvened at 6:30 by the Moderator.

PERSONNEL COMMITTEE
Rosa Yourse, Moderator

The Personnel Committee conducted the annual performance review of the Reverend Catherine Reed, Hunger Action Enabler, on May 25, 1993.

In an informal discussion, Reverend Catherine Reed gave her self-appraisal and a report of the activities she has conducted during the year.

The review revealed that Reverend Reed is perceived to be an individual who is creative, knowledgeable, supportive, sensitive to the needs of others and highly committed to her work.

The Personnel Committee feels that Reverend Reed is very effective in her position and commended her for outstanding job performance.

Salem Presbytery is blessed to have Katy Reed as our Hunger Action Enabler.

ACTION:

11. Salem Presbytery commended the Reverend Catherine Reed for her job performance for the past year and that a prayer of Thanksgiving and Intercession was offered for her asking God's continued blessings on her work.

SOCIAL JUSTICE COMMITTEE
David Partington, Moderator

David Partington introduced Mr. Wayne Holcomb, Chair of the Serious Mental Health Network, Presbyterian Church (U.S.A.), and Flo Kraft, former consultant for the Office of Health Ministries U.S.A. Mr. Holcomb spoke to the Presbytery on the problems of mental illness. It was announced that he and Ms. Kraft would be available at the Social Justice Committee Fair table to speak with anyone who might have further questions or be interested in further dialogue.

PREPARATION FOR MINISTRY COMMITTEE
David Daniel, Moderator

The Committee on Preparation for Ministry recommends that Salem Presbytery:

ACTION:

12. **Robert Snyder** of First Presbyterian Church, Winston-Salem was enrolled as an Inquirer according to G-14.0303e.

ACTION:

13. At the request of the Committee, Presbytery assigned to the Committee on Preparation for Ministry the power to enroll Inquirers, with provision that the action be reported to the next stated meeting of the presbytery (newly amended G-14.0313e).

ACTION:

14. Presbytery examined and received Juan Guthrie of St. James Presbyterian Church, Greensboro as a Candidate according to G-14.0305e.

HYMN SING AND WORSHIP

At 7:00 p.m. Presbytery joined in a time of hymn singing and worship led by Guy Hunt, Cindy Higgins and Carlton Eversley.

ADJOURNMENT FOR THE EVENING

Presbytery adjourned for the evening at 7:30 p.m. followed by an ice cream social compliments of Lees-McRae College and a time for recreation and group activities led by George Carpenter.

SATURDAY MORNING SESSION

Presbytery was convened by the Moderator at 8:45 a.m. with the singing of hymns and Prayers of Thanksgiving and Intercession led by Linda Blessing and Guy Hunt.

CARROLL JENKINS

Fred Ward introduced Carroll Jenkins, Executive and Stated Clerk of the Synod of the Mid-Atlantic, addressed the Presbytery on "How the Synod Serves the Local Church".

REPORT OF SYNOD COMMISSIONERS

Carlton Eversley, Bill Weckerly, Larry Summey and John Eliason reported briefly to the Presbytery on the meeting of the Synod of the Mid-Atlantic which was held at the Omni Hotel in Richmond, Virginia, June 17-19, 1993.

EXAMINATIONS COMMITTEE

W. Russell Ward, Jr., Moderator

Presbytery proceeded with the examination of Ronald L. Bowie, David M. Cameron, and Robert N. Gant, Jr., who wish to transfer into Salem Presbytery. They have been examined and approved by the Examinations Committee of Presbytery.

As recommended by the Book of Order, members from each of the calling churches or agencies were invited to be present at Presbytery to "present and prosecute the call before Presbytery."

RECEPTION OF RONALD L. BOWIE

ACTION:

15. Presbytery approved the committee and floor examination of Ronald L. Bowie in accordance with Book of Order G-11.0402.

    a. The Reverend Ronald L. Bowie was received from Grace Presbytery for the purpose of accepting the call of the First Presbyterian Church of Boone, North Carolina. The effective date is August 1, 1993.

b. His credo which follows was approved:

I continue discovering the gift of faith is more dynamic than static. The faith of childhood which sustains and provides a foundation incorporates an ever expanding network of knowledge, wisdom and understanding of the triune God. Thus in confidence I declare:

The LORD God is indeed the Creator who draws order out of chaos, light from darkness, and breathes the breath of life into our nostrils. Our Sovereign Creator is the Bestower of grace, Covenant Maker, Liberator from bondage, Sustainer through wilderness pilgrimages, and Sender of prophets and proclaimers bearing good news.

Jesus Christ, the Son of God, God the Son, is the embodiment of good news. He comes to turn the heart of the prodigal to the One he calls, "Abba, Father," and transform lives for abundant living. Our Savior lays aside his will and offers his life as a sacrament and way for sinners seeking their true home. He experiences death and is resurrected from the realm of the dead as he promises. He lives, reigns and will come again in the fullness of time to gather the beloved for the heavenly banquet. He is Host of the banquet and Lord of the Church.

The Holy Spirit is the abiding presence of God-With-Us. God the Spirit imparts life to the Church and empowers the Body of Christ for ministry. The Spirit guides, teaches, comforts and seals the beloved for Christ's sake.

The Church is the Body of Christ, the redemptive community of the forgiven, baptized to serve and nurtured through bread and cup. The Church is a living organism sent into the world to bear witness, show mercy and advocate justice, and make disciples for the Lord. The Church lives as Easter People in anticipation and hope of the resurrection to eternal life.

We are also people of the Word - Living and Written. Scripture illuminated by the Holy Spirit is our written authority for living. The Written Word points to Jesus Christ and God's redemptive purposes. Scripture assures us that God is the ultimate victor over sin and death.

The Creeds and Confessions of the Reformed and Reforming Church are reliable witnesses of our on-going efforts to understand and communicate to others at specific times the faith that is in us. These declarations of faith reveal how our spiritual ancestors attempted to be faithful to the Triune God who calls the beloved to faithfully follow the way of Jesus Christ in the power of the Holy Spirit in any and all circumstances. In faith which continues to be transformed and re-formed I affirm with them, I believe.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Bowie and the First Presbyterian Church of Boone effective August 1, 1993; approved the following Terms of Call; and the Call was ordered placed in his hands.

Salary	$ 20,000
Housing Allowance	20,000
Utilities Allowance	N/A
Automobile Allowance	5,300
Book Allowance	N/A
Benefits Plan	16,467
Moving Costs	Provided
Study Leave Allowance	550
Social Security Equiv.	

Vacation	Four Weeks
Study Leave	Two Weeks

d. The following Commission was approved to install him as pastor on August 22, 1993 at 7:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Laura Spangler	Preside & Propound the Constitutional Questions	Minister
Martin L. Harkey, Jr.	Preach the Sermon	Minister
Bill Hayes	Charge the Minister	Minister
Ben Miller	Charge the Congregation	Elder
Rocky Ward	Lead in Worship	Minister
Steven C. Carreker	Participate in Worship	Minister
Robert Rush	Prayers	Elder
Sharon Long	Scripture	Elder
Perry Snipes	Prayer	Elder

e. Mr. Bowie was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF DAVID M. CAMERON

ACTION:

16. Presbytery approved the committee and floor examination of David M. Cameron in accordance with Book of Order G-11.0402.

a. The Reverend David M. Cameron was received from Holston Presbytery to accept the call to serve as therapist at the Presbyterian Counseling Center of Greensboro. The effective date is August 2, 1993.

b. His credo which follows was approved.

My faith begins not with a theological system of thought but with the way I have experienced God in my life. As the product of a stable, Christian home I grew up in an environment that was fertile ground for the biblical stories which emphasized God's love, God's abiding faithfulness, and God's desire that all people should know who they are and whose they are.

I believe that as women and men we were created to be in God's image; that is, to be in relationship with God and with other human beings as God is in relationship with us and within God's self. It is in Jesus Christ that we see what it means to be truly human. In him we see a perfect love for God and for fellow human beings. In Christ, we see God's humanity and deity in that we see one who suffered the ultimate indignity of death, yet who conquered death and reigns in the power and promise of new life.

As human beings we have failed to be what we were created to be. By isolating ourselves from God and from each other we become less than human; less than what God intended; and, therefore, we sin. Left to our own devices there is no part of our lives which is not distorted by self interest, pride, or mistrust. Without a knowledge of Jesus Christ, we can at best construct only a false god which stands over against us and limits us instead of a God who stands with us and makes us free.

The Holy Scriptures of the Old and New Testaments bear witness to God's activity in the lives of God's people. They are testimonies to a living God who enters into covenant with sinners, not because of our worthiness or a compulsion on God's part, but because of God's free grace. In Scripture we learn of a God who is revealed in the person of Jesus Christ in order that through his life, death, and resurrection the world might be reconciled. In this we find our hope and in this we find our task. The Bible is the primary authority for my life and the standard by which I test all other authorities. My trust in its veracity is based not on empirical proof but on the inward witness of the Holy Spirit in my life, in the Church, and in the lives of those who have gone before me in the faith.

The Church is a continuation of God's covenant people who are called by him not for privilege, but for service. God sent Jesus Christ into the world that the world might be saved through him, and it is to this end that the Church by the Spirit of Christ is to work. It is the task of the Church to bear witness to the fact that God is a God who is for us, a God whose kingdom of justice and peace, though hidden, is already begun on Earth, and a God who has promised to be with us even in the face of an uncertain future.

We each live out our faith in partial knowledge and are but earthen vessels for the treasure of the gospel. As we experience God's forgiveness, strength and humor, I believe it is vital that we endeavor to pass on these gifts to others without stopping to ask if they deserve it. Only as we seek to be related to those around us can we know the joy of being related to the Creator God, our Rock and our Redeemer.

c. Presbytery approved the establishment of a relationship between Mr. Cameron and the Presbyterian Counseling Center of Greensboro, North Carolina effective August 2, 1993; approved the following Terms of Call; and the Call was ordered placed in his hands.

Salary	$19,200
Housing Allowance	12,800
Benefits Plan	8,960
Moving Costs	Actual
Study Leave Allowance	(Negotiated from Agency Line Item Budget)
Social Security Equiv.	
Vacation Leave	Four Weeks
Study Leave	One Week

d. The following Commission be approved to install him on September 19, 1993 at 5:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Fred R. Horner	Preside & Propound the Constitutional Questions	Minister
Robert W. Herron	Preach the Sermon	Minister
Joanne Hull	Charge the Minister	Minister
William Y. Preyer, Jr.	Charge the Congregation	Elder
Kenneth W. Wilkinson	Lead in Worship	Elder
Jean A. Finley	Lead in Worship	Elder
Luella Graves	Lead in Worship	Elder
Kathryn J. Cameron (Holston Presbytery)	Lead in Worship	Minister

e. Mr. Cameron was instructed to sign the obligations required of a minister to be enrolled in presbytery.

ACTION:

17. Presbytery approved the committee and floor examination of Robert M. Gant, Jr. in accordance with Book of Order G-11.0402.

    a. The Reverend Robert M. Gant, Jr. was received from New Harmony Presbytery to accept the call to serve as Associate Pastor of the Alamance Presbyterian Church in Greensboro. The effective date is August 1, 1993.

    b. His credo which follows was approved

At five years of age, I remember telling God that I wanted to do right and be good. In my child like mind this meant obeying my parents and staying out of trouble. I began to see my relationship with God based on my good works. If I was good then God would love me. If I was bad God would not love me.

At age 18, I came to realize the good news that God's love is not dependent upon my goodness, but upon Jesus Christ and what He has done for me. So like the apostle Paul I saw my righteousness as filthy rags in God's sight and claimed the righteousness God offers in Jesus Christ.

So I call Jesus, "Savior." He alone forgives my sins and delivers me from the power of sin.

I call Jesus, "Lord." He is Lord of creation. He is eternal. To call Him Lord means that He has preeminence in all areas of my life.

I discern the preeminence of Christ by reading Scripture, prayer and listening to the Spirit through the fellowship of believers in the church.

I believe the creeds and confessions of the Presbyterian Church USA contain the system of doctrine consistent with Biblical exposition. I find "A Brief Statement of Faith" to be a concise and sound exposition of my faith.

I believe God is revealed in the Scriptures of the Old and New Testaments. The Bible provides us with what we need to know concerning salvation and living the Christian life.

I believe the death and resurrection of Jesus Christ to be the heart of the gospel. This was the message the evangelists proclaimed in the Book of Acts. Paul speaks to this gospel in 1 Corinthians 15. "If Christ be not risen our faith is in vain."

I believe the church is the body of Christ and through this body the gospel is proclaimed by word and deed. The invisible church is composed of Christians who have died. The visible church is composed of those who profess faith in Christ with their children.

The church is composed of believers of all nations, races and cultures. The Presbyterian Church USA is only one part of the church universal.

The sacraments are a gift given by God to the church to demonstrate visible signs of the gospel. In baptism the living God demonstrates the cleansing and regenerating love of God through the Holy Spirit in the life of the church.

God has given the Lord's Supper to the church to demonstrate the death of Christ for our salvation and our communion with a resurrected Lord.

I believe that Christ will one day return. There shall be a new heaven and new earth. Sin and death will be no more. Jesus Christ will reign forever and ever.

I support the government of the PCUSA. I believe decisions rendered by a body of believers seeking the Spirit's guidance is superior to the decrees of an individual. Thus I affirm my ordination vows and the responsibility of church officers.

c. Presbytery approved the establishment of an Associate Pastor relationship between Mr. Gant and the Alamance Presbyterian Church of Greensboro effective August 1, 1993; approved the following Terms of Call; and the Call was ordered placed in his hands.

Salary	$19,500
Housing Allowance	8,000
Automobile Allowance (Estimate @ $.28 per mile)	1,400
Book Allowance	300
Benefits Plan	8,289
Moving Costs	Actual
Study Leave Allowance	700
1/2 Social Security Equiv.	2,104
Vacation Leave	Four Weeks
Study Leave	Two Weeks

d. That the following Commission be approved to install him on August 29, 1993 at 7:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Jim Rissmiller	Preside & Propound the Constitutional Questions	Minister
Russ Ward	Preach the Sermon	Minister
Dick McKay (Southern Baptist)	Charge the Minister	Minister
Ann McIver	Charge the Congregation	Elder
Jim Rissmiller	Lead in Worship	Minister
Ray Smith		Elder
Robert Rush		Elder

e. Mr. Gant was instructed to sign the obligations required of a minister to be enrolled in presbytery.

Presbytery proceeded with the examination of Candidates Holly Diane Hayes, Lisa Faye Traynham Nelson, and Stephen Howell Wilkins. They have passed the General Assembly Standard Exams, received diplomas from an accredited theological school, and have been examined by the Examinations Committee of Presbytery.

RECEPTION OF HOLLY DIANE HAYES

ACTION:

18. Presbytery approved the committee and floor examination and sermon of Holly Diane Hayes.

a. Holly Diane Hayes was received and will be ordained by Salem Presbytery so that she may accept the call to serve as Associate Pastor of the Forest Hills Presbyterian Church in High Point. The effective date is July 15, 1993. She is a candidate under the care of the Presbytery of San Diego.

b. Her credo which follows was approved.

My faith is in the Triune God: God the Father, God the Son, God the Holy Spirit. I believe that God is creator of all things seen and unseen, and that God is faithful to and active within creation.

I believe that humanity was created in God's image, good and faithful, with free will and wisdom, to be in loving relationship with God. Yet in our freedom we chose to live according to our desires rather than the will of God, and our relationship with God was broken. I believe that sin, the manifestation of that brokenness, permeates all of human life, and corrupts all relationships: those with ourselves, with others, with the created order, and with God. In the face of human faithlessness, however, God's faithfulness has prevailed. I believe that in Jesus Christ, God's faithfulness to and love for all of creation was made flesh.

As Son of God, Jesus bore witness to God through his preaching, teaching, healing, and life of faith. In turn, he experienced, yet did not fall prey to, all the temptation with which humanity is beset. By dying on the cross for the sins of all people, Jesus demonstrated his perfect trust in God's will, and his boundless love for God's people. I have faith that through Christ's death and resurrection, sin's deathgrip has been released, and reconciliation with God is possible.

I believe too, that in Christ's death and resurrection, God's, faithfulness has fully shone forth. By the power of the Holy Spirit, Christ enters our broken lives, convinces us of our dependence upon God, and empowers us to respond in faith.

When Christ came to earth, the Kingdom of God was inaugurated. The risen Christ now rules through the church until the day of final judgment. I have faith that in the Sacraments of Baptism and the Lord's Supper, Christ is present, transforming, bringing new life, cleansing us of sin, and binding the people of God into one body, which is the Church. I believe that the Church is called to bear witness to God's saving work in Jesus Christ through the proclamation of the Gospel. In nurturing the fellowship, effecting peace and reconciliation in the present kingdom, and inspiring hope in the kingdom to come, the Church points to a time when under Christ's rule, peace will finally reign.

In Holy Scripture we find the story of God's fulfillment of God's promises to Abraham, faithfulness to the covenant with Israel, and God's self-revelation in Jesus Christ. Here we learn of the vastness of God's love for humanity. By the power of the Holy Spirit, God's Word comes to us through Scripture, convincing us of our need for God's grace, and inspiring us to live lives of faith. Enlightened by this Word, we are given eyes to see God's faithful presence, and to look to the time when all will sup together at the table of the Lord. It is because of this grace that I am able to say with conviction born of faith that I trust in God the Father, Jesus Christ his Son, and the power and presence of the Holy Spirit.

c. Presbytery approved the establishment of an Associate Pastor relationship between Ms. Hayes and the Forest Hills Church of High Point effective July 15, 1993; approved the following Terms of Call; and the Call was ordered placed in her hands.

Salary	$12,100
Housing Allowance	10,000
Social Security Compensation	1,691
Automobile Allowance	1,800
Continuing Education & Book Allowance	550
Pension & Insurance	6,661

Moving Expenses
Two Months Maternity leave with Full Pay

Vacation Leave	Four Weeks
Study Leave	Two Weeks

d. The following Commission was approved to ordain and install her on September 26, 1993 at 4:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Charles Carter	Preside & Propound the Constitutional Questions	Minister
Robert Howard	Preach the Sermon	Minister
Bruce Murphy (Seattle Presbytery)	Charge the Minister	Minister
Lisa Mullen	Charge the Congregation	Minister
Cora Massey	Lead in Worship	Elder
Cindy Salter		Elder

e. Ms. Hayes was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF LISA FAYE TRAYNHAM NELSON

ACTION:

19. Presbytery approved the committee and floor examination and sermon of Lisa Faye Traynham Nelson.

a. Lisa Faye Traynham Nelson was received and will be ordained by Salem Presbytery so that she may accept the call to serve as the Associate Pastor of the Prospect Presbyterian Church in Mooresville on a 3/4 time basis. The effective date is June 14, 1993. She is a candidate under the care of Trinity Presbytery.

b. Her credo which follows was approved:

I believe in the One Living God, who has chosen to reveal God's self to us as Father, Son, and Holy Spirit. I believe that God is the ultimate source and sustainer of the world.

I believe God chose to enter this world in a unique way in the man Jesus Christ. Jesus Christ, as the Son of God and our Savior, through His death and resurrection makes it possible for sinful humanity to have life everlasting. I believe Jesus Christ is Lord and is head of the Church.

I believe in the Holy Spirit whose presence in and among us guides us in our interpretation of Scripture and in our everyday lives. I believe the Holy Spirit is active in our world today bringing about reconciliation and newness.

I believe that the Scriptures are a witness without parallel to the activity of God in the world. I believe the Bible to be inspired by God.

I believe in the sacraments of the church, baptism and the Lord's Supper. In baptism, we receive the knowledge and certainty of our cleansing and salvation. In the Lord's Supper, we commemorate the death, sacrifice, and resurrection of Christ. As God's children, we need spiritual nourishment throughout our lives. This nourishment is given through the Lord's Supper.

I believe the church, as the body of believers, are called to illustrate God's love and grace, to support one another in good times as well as bad, to encourage spiritual growth in personal life as well as corporate worship, and to be God's instruments in the world.

c. Presbytery approved the establishment of an Associate Pastor relationship between Mrs. Nelson and the Prospect Presbyterian Church of Mooresville effective June 14, 1993; approved the following Terms of call; and the Call was ordered placed in her hands.

Salary	$16,575
Housing Allowance	Included
Automobile Allowance	$.28 per mile
Book Allowance	188
Benefits Plan	4,641
Social Security Equiv.	
Moving Costs	750
Study Leave Allowance	225
Two Months Maternity Leave With Full Pay	
Vacation Leave	Four Weeks
Study Leave	Two Weeks

d. The following Commission was approved to ordain and install her on August 22, 1993 at 10:00 a.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Dr. Steve Hundley	Preside & Propound the Constitutional Questions	Minister
Polly K. Deppen (Abingdon Presbytery)	Preach the Sermon	Minister
Dr. Fred Coates	Charge the Minister	Minister
Donald Howie	Charge the Congregation	Elder
H. Edward Nelson	Lead in Worship	Elder
Melissa Smith	Ordination Prayer	Elder

e. Mrs. Nelson was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF STEPHEN HOWELL WILKINS

ACTION:

20. Presbytery approved the committee and floor examination and sermon of Stephen Howell Wilkins.

a. Stephen Howell Wilkins was received and will be ordained by Salem Presbytery so that he may accept the call to serve as Pastor of the Third Creek Presbyterian Church in Cleveland. The effective date is July 1, 1993. He is a candidate under the care of Mission Presbytery.

b. His credo which follows was approved.

I believe in one Holy and Sovereign God, who created all things good, and who is the only Lord over all of creation. God created human beings good; male and female, we were created in the image of God. We were created for fellowship with God, and also to be obedient to God.

I believe that humanity has fallen from the original intention of fellowship with God; this has resulted out of human disobedience of God's word. Thus, we all live in a world of sin, separated from a God who loves us and desires us to be reconciled to him. In this sin-filled world we lack the harmony of a right relationship with our Creator, for a sinful person is not worthy of a relationship with God; in this sin-filled world, we find sickness, enmity, and injustice; in this sin-filled world we encounter death.

I believe that God sent his Son, Jesus Christ, to pay the price of our sin, that is, death. Christ is the Word made flesh, who dwelt among us. Christ lived a life void of sin; he was perfect and unblemished, and while he dwelt on this earth, he taught us what it means to live in relationship with God. Even though Christ was without blemish, He offered His life as a sacrifice for all the sins of humanity, for this was the will of God; Christ was perfectly obedient, even unto death on a cross.

I believe that God raised Jesus Christ from the dead, thus claiming victory over sin, a victory which humans may share by the grace of God through faith in Christ, faith which is itself a gift of God's grace. I believe that there is no other way to claim victory over sin than through Jesus Christ.

I believe that, while the full manifestation of the victory over sin which God has won for us will become clear when Christ returns, we are nevertheless saved into a newness of life which is effective today. That is, we are now empowered to combat the effects of sin in our life. No longer do we need to stand by idly and allow injustice, oppression, enmity dominate our lives; rather, Christ has empowered and commissioned us to speak out and fight sin when we confront it in our lives.

I believe in the Holy Spirit, which empowers us to live a Christ-transformed life in the midst of a world of sin.

I believe that the Bible is, through the Holy Spirit, the unique and authoritative word of God and witness to Jesus Christ, for all generations.

I believe that Jesus Christ is my Savior and my Lord, and I seek to obey Him in my life.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Wilkins and the Third Creek Presbyterian Church of Cleveland effective July 1, 1993; approved the following Terms of Call; and the call was ordered placed in his hands.

Salary	$18,000
Use of Manse (Provided $5,400 rental value for manse use)	
Utilities Allowance	3,000
Automobile Allowance	2,800
Book/Study Leave Allowance (may be carried over annually)	750
Benefits Plan	6,552
Moving Costs	2,875
Social Security Equivalent	2,187
Dental	820
Vacation Leave	Four Weeks
Study Leave	Two Weeks

d. The following Commission was approved to ordain and install him on August 15, 1993 at 3:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Larry Summey	Preside & Propound the Constitutional Questions	Minister
Will Terry (Davidson College)	Preach the Sermon	Minister
Grant Sharpe	Charge the Minister	Minister
Earl Woodall (Charlotte Presbytery)	Charge the Congregation	Minister

William Wing	Lead in Worship	Minister
Joyce Brown	Assist in Worship	Elder
Phyllis Chambers	Assist in Worship	Elder

e. Mr. Wilkins was instructed to sign the obligations required of a minister to be enrolled in presbytery.

COMMITTEE ON MINISTRY

Laura Spangler, Moderator

The Committee on Ministry is working with the Small Church Support Committee to form a joint strategy committee to work on strategy for small pastorless churches and to plan for the training of elders as laypreachers.

RELEASE FROM ORDINATION

ACTION:

21. Upon his request, Rev. John Bell was released from ordination in the PCUSA and dismissed to St. Aloysius Church (Roman Catholic) in Washington, DC.

STATED SUPPLY RELATIONSHIPS

ACTIONS:

22. The Reverend Wayne Dixon was approved to serve as stated supply and moderator of session of Love Valley Presbyterian Church in Love Valley, effective April 18, 1993 through March 31, 1994.

23. The Reverend Don Mimbs was approved to continue for another year as stated supply and moderator of Clio Presbyterian Church in Statesville and New Salem Presbyterian Church in Stony Point effective June 10, 1993.

MINISTERS TRANSFERRING TO OTHER PRESBYTERIES

ACTIONS:

24. The Reverend Benton Trawick was dismissed from Salem Presbytery so he may transfer to the Presbytery of the Peaks to accept the call as pastor of New Dublin Presbyterian Church in Dublin, VA.

25. The Reverend Lewis Kimmel was dismissed from Salem Presbytery so he may transfer to Charlotte Presbytery to accept the call as pastor of Walkersville Presbyterian Church in Waxhaw, NC.

INTERIM PASTOR RELATIONSHIPS

ACTION:

26. The Reverend Jonathan Barker was approved to serve as part-time Interim Associate of Starmount Presbyterian Church, beginning May 31, 1993, up to one year.

MINISTERS LABORING INSIDE THE BOUNDS

ACTIONS:

27. The Reverend Bill Cowfer, a member of Coastal Carolina Presbytery was approved to serve in the Office for Funds Development at Barium Springs Home for Children in Barium Springs, NC.

28. The Reverend Kathryn Cameron was approved to be available for ministry in Salem Presbytery. Kathryn is a member of Holston Presbytery.

REQUEST FOR RETIREMENT

ACTION:

29. The retirement of The Reverend Paul Ryoo from Korean First Presbyterian Church was approved effective December 31, 1993.

CHANGES IN TERMS OF CALL

ACTION:

30. The attached changes in terms of call were approved. (See Appendix F, pp. 243-244.)

POLICY RECOMMENDATIONS

ACTIONS:

31. Presbytery approved the Policy on Receiving Ministers from Other Denominations as amended. (See Appendix G, pp 245-246.)

32. Presbytery approved the Policy on Equal Employment Opportunity. (See Appendix H, pp. 247-248.)

33. Presbytery approved a 2.9% increase for the minister's minimum salary for 1994. (See Appendix I, p. 249.)

DISSOLUTION OF RELATIONSHIPS

ACTION:

34. The relationship between the Reverend Robert E. Lee and Faith Presbyterian Church in Greensboro was dissolved effective June 30, 1993.

NON-CONTROVERSIAL ITEMS RECEIVED AFTER LAST COM MEETING

ACTIONS:

35. The Reverend Jamie Pharr was approved to continue for another year as the Stated Supply of Bethany Presbyterian Church in Statesville effective July 1, 1993.

36. The Reverend Cindy Higgins was approved to serve as Parish Associate of Westminster Presbyterian Church in Greensboro effective August 15, 1993.

37. The Reverend Max Deal was approved to serve as Interim Pastor of North Wilkesboro Presbyterian Church in North Wilkesboro for one year beginning August 1, 1993.

REPORT OF THE STATED CLERK

Sessional Records Review

109 churches presented their 1992 records for review at workshops held in May and June. 99 were approved, 10 were approved pending corrections or additions.

Those Approved included:

Alamance, Allen Temple, Asbury, First (Asheboro), Bethel, Bethesda (Ruffin), Bethesda (Statesville), Brentwood, Buffalo, First (Burlington), Calvary, Church of the Cross, Clemmons, Cleveland, Collinstown, Community in Christ, Concord, Cooleemee, Covenant, Crestwood, Cross Roads, Dellabrook, Dogwood Acres, First (Eden), Edward Webb, El Bethel, Elkin, Elmwood, Faith, Fieldstone, Fifth Creek, Flat Rock, Forest Hills, Forest Park, Francisco, Franklin, Freedom, Glendale Springs, Glenwood, Grace, Graham, Guilford Park, Gulf, Hawfields, First (High Point), Highland, Hills, John Calvin, Joyce, First (Kernersville), Korean First, Lansing, First (Lexington), Second (Lexington), Lloyd, Logan, Love Valley, Madison, Mebane, First (Mocksville), First (Mooresville), First (Mt. Airy), Mount Jefferson, Mount Tabor, Mount Vernon Springs, North Wilkesboro, Old Providence, Old Town, First (Pilot Mountain), Pine Ridge, Pittsboro, Presbyterian Church of the Covenant, Prospect, First (Reidsville), Riverview, Shady Side, Shallowford, Shiloh (Burlington), Siler City, Smyrna, Speedwell, Spencer, Springwood, St. Andrews, St. James, St. Paul (Greensboro), Starmount, Stoneville, Tabor, Third Creek, First (Thomasville), Thyatira, Trinity (Elon College), Trinity (Salisbury), Unity, Wentworth, Westminster (Greensboro), First (Winston-Salem), Yanceyville.

Those Approved, Pending included:

Danbury Community, Fellowship, Greenwood, Jamestown, Piedmont, Sandy Ridge, Trinity (Winston-Salem), Vandalia, Westminster (Burlington), Whispering Pines.

The following church submitted their 1986-1991 records along with the 1992 records:

Riverview (Approved)

The following church submitted their 1991 records along with the 1992 records:

Logan (Approved)
Flat Rock (Approved)
Piedmont (Approved, Pending)

The following churches submitted their 1991 records only:

Yadkin United (Approved, Pending)
Bethany (Graham) (Approved)

The following church submitted its 1990 records along with the 1992 records:

Madison (Approved, Pending)

Those Not Presented included:

Baird's Creek, Bethany (Graham), Bethany (Statesville), Beulah, Bixby, First (Boone), First (Boonville), Cameron, Centre, Clio, Ebenezer, Fairmont, First (Greensboro), Griers, Harmony, Hope View, Immanuel, Laurel Fork, Little Joe's, Memorial, Milton, Second (Mocksville), Mt. Vernon, New Creation, New Salem, Oakland, Oakview, Parkway, Peak Creek, Pine Hall, Pleasant Grove, Randolph, Red House, Reid Memorial, Rumple Memorial, First (Salisbury), Second (Salisbury), Sedgefield, Shiloh (Statesville), Southminster, Sparta, St. Paul (High Point), First (Statesville), Stony Creek, Taylorsville, Yadkin United, Yadkinville.

Presbytery's 1992 Records

The 1992 Minutes of Salem Presbytery were approved with the exception of the omission of the annual statistical report to the General Assembly for 1991.

SALEM PRESBYTERY ANNUAL STATISTICAL REPORT - Year ending December 31, 1992

141 churches reported complete statistical information for the year ending December 31, 1992.

An additional 8 churches reported membership figures only:

Danbury Community
Ebenezer
El Bethel
Little Joe's
Mt. Jefferson
Mt. Vernon
Oakland
Second (Mocksville)

The following churches made no report:

Harmony
Hope View
Love Valley
Oakview
Peak Creek
Red House

MEMBERSHIP

Active Members		37,980	Inactive Members	9,613
Female	20,955			
			Baptized Members	6,136

Gains	
Profession of Faith	
17 & Under	400
18 & Over	519
Certificate	960
Other	58
Total Gains	1,937
Losses	
Certificate	787
Death	505
Other	936
Total Losses	2,228
Net Losses	291

Total Adherents	53,649
Average Attendance	16,312
Church School	18,576
Baptisms	
Infant	498
Adult	179

OFFICERS

Session	
Male	966
Female	590
Deacons	
Male	489
Female	319

FINANCES

Receipts	
Contributions	$19,118,093
Capital & Building Funds	4,143,384
Investments Income	1,014,142
Bequests	475,372
Other	1,221,349
Expenditures	
Local Program	$16,181,178
Local Mission	1,312,833
Capital Expenditures	4,753,345
Investments	596,819
Validated Mission	2,350,718
Other Mission	510,870
Ending Balance	$12,012,299

Special Thanks for Preparation for This Meeting of Salem Presbytery

1. Special Task Force of Council appointed to recommend the docket:

   Rev. Bob Fiedler, Moderator
   Rev. Bob Matthews
   Rev. Cindy Higgins
   Elder Fred Ward
   Elder Gladys Bailey

2. To churches who provided the delicious cookies (7 dozen HOMEMADE)

   Danbury Community
   First (Boone)
   Lansing
   Mt. Jefferson
   Highland
   Rumple Memorial
   Baird's Creek
   Pine Ridge

Response Regarding Overture 92-96. On Clarifying the Church's Desire to Accept Money Generated From the Tobacco Industry

We have received the following correspondence from the Office of the General Assembly:

The 205th General Assembly (1993) took the following action on the overture(s) sent by your presbytery in previous years:

> That the response be approved, with comment.
>
> Response: The 204th General Assembly (1992) adopted an overture that requests clarification as to whether the General Assembly desires to accept money and gifts generated directly or indirectly from the tobacco industry. The Committee on Mission Responsibility Through Investment (MRTI) developed a paper on vocation and conscience that responds to this concern. It is available from the Office on MRTI/Environmental Justice. (Final Report)
>
> The committee urges the Mission Responsibility Through Investment Committee to hold one of its regular meetings within the bounds of the Presbytery of Salem in order to seek appropriate ways to continue conversations with the presbyteries and congregations related to the tobacco industry.

ACTION:

38. Salem Presbytery referred to Presbytery's Council for implementation the recommendation from the General Assembly that a meeting of the Mission Responsibility Through Investment Committee be held within the bounds of Salem Presbytery.

SERVICE OF HONORABLE RETIREMENT

Presbytery joined in a service of Honorable Retirement for the Reverend Mr. H. Reid Montgomery, the Reverend Mr. Allen E. Morrison, and the Reverend Mr. Harold E. Fuller, Jr. Wade Balsley, John E. Eliason, and John M. Handley spoke, respectively, of the contributions of each retiree to the Church during his ministry. John Handley presented to each a framed Certificate of Retirement on behalf of Presbytery.

REPORT OF GENERAL ASSEMBLY COMMISSIONERS

Presbytery heard a brief but informative report from General Assembly Commissioners Laura Spangler, Margaret Marks, Dusty Fiedler, Charles Williams, Richard Boyd, Joe Spears, David Beal, Edward Mack, and Youth Advisory Delegate Charles Smith.

ADJOURNMENT AND BENEDICTION

There being no further business, the Nineteenth Stated Meeting of Salem Presbytery was adjourned with prayer by the Moderator at 12:20 p.m. The next Stated Meeting will begin at 9:00 a.m. on October 26, 1993, at the First Presbyterian Church in Winston-Salem, North Carolina.

Attested:
John M. Handley
John M. Handley
Stated Clerk

APPENDIX A

SALEM PRESBYTERY
NINETEENTH STATED MEETING
LEES-McRAE COLLEGE
BANNER ELK, NORTH CAROLINA

DOCKET

July 23-24, 1993

Friday Morning Session

10:15 a.m.	CALL TO ORDER AND PRAYER	*Cindy Higgins*
	ORGANIZATION OF THE PRESBYTERY Quorum Docket and Omnibus Motion Welcome Moderator's Welcome to any corresponding members present and elders attending Presbytery for the first time Communications Appointment of Resolutions Committee	*Cindy Higgins*
10:35	COUNCIL	*Neel Fleming*
10:45	HUNGER COMMITTEE *Ghanian visitor Rev. Ohemeng-Boakye* *Commissioning of Charles and Marian Cameron*	*Charles Cameron*
11:10	BUDGET COMMITTEE - 1994 Budget	*John Milholland*
11:25	SOCIAL JUSTICE COMMITTEE *To introduce Wayne Holcomb and Flo Kraft*	*David Partington*
11:30	TELLIT (Small Church Support Committee)	
11:35	PATHWAYS PRESENTATION	*Rebecca McKee, et al*
11:50	EDUCATIONAL MINISTRY COMMITTEE	*Fred Ward*
12:00 Noon	LUNCH	

Friday Afternoon Session

1:30 p.m.	SERMONS BY CANDIDATES FOR ORDINATION *Holly Diane Hayes* *Lisa Faye Traynham Nelson* *Stephen Howell Wilkins*	
2:00	SEXUAL MISCONDUCT/HARASSMENT POLICY	*Ann Jahnes* *Margaret Elliott*
2:40	BICENTENNIAL FUND	*George Carpenter*
2:50	NOMINATIONS COMMITTEE	*Ed Mack*
2:55	PERSONNEL COMMITTEE	*Rosa Yourse*

3:00	PEACEMAKING COMMITTEE "Guidelines for Presbyterians During Times of Disagreement"	*Gray Clark*
4:30	BREAK	
5 - 6	DINNER	

Friday Evening Session

6:30	SOCIAL JUSTICE COMMITTEE *Wayne Holcomb*, Former President *Serious Mental Health Network*	*David Partington*
6:45	PREPARATION FOR MINISTRY COMMITTEE Reception of Candidate *Juan Guthrie*	*David Daniel*
7:00	HYMN SING AND WORSHIP	
7:30	ICE CREAM SOCIAL AND RECREATION	

Saturday Morning Session

8:45	HYMNS AND PRAYERS OF THANKSGIVING/INTERCESSION	
9:00	"How the Synod Serves the Local Church"	*Carroll Jenkins*
9:15	REPORT OF SYNOD COMMISSIONERS	
9:25	EXAMINATIONS COMMITTEE 3 Candidates for Ordination Holly Diane Hayes Lisa Faye Traynham Nelson Stephen Howell Wilkins 3 Transferring Ministers Ronald L. Bowie David M. Cameron Robert N. Gant, Jr.	
	COMMITTEE ON MINISTRY	*Jud Milam*
10:15	TELLIT (International Mission Committee)	
10:20	STATED CLERK'S REPORT	
10:25	CELEBRATION OF HONORABLE RETIREMENT *Harold E. Fuller, Jr.* *H. Reid Montgomery* *Allen E. Morrison*	
11:00	REPORT OF GENERAL ASSEMBLY COMMISSIONERS	
11:15	ADJOURN Small Groups (Andrew Worktrips, GA Issues, Jenkins)	
11:45	LUNCH	

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
July 23-24, 1993

A. Supporting information on minister changes:

1. To other presbyteries

2. From other presbyteries

: Ronald L. Bowie - called to First Church (Boone) from Grace Presbytery
- Certificate of Dismission from Grace Presbytery
- Call Forms
- Installation Commission

: David M. Cameron - called to Presbyterian Counseling Center in Greensboro from Holston Presbytery
- Certificate of Dismission from Holston Presbytery
- Terms of Call
- Installation Commission

: Robert M. Gant, Jr. - called to Alamance Church as Associate Pastor from the Presbytery of New Harmony
- Certificate of Dismission from Presbytery of New Harmony
- Call Forms
- Installation Commission

: Holly Diane Hayes - Candidate under the care of the Presbytery of San Diego called to Forest Hills Church as Associate Pastor
-
-
- Ordination/Installation Commission

: Lisa Faye Traynham Nelson - Candidate under the care of Trinity Presbytery called to Prospect Church as Associate Pastor
-
- Call Forms
- Ordination/Installation Commission

: Stephen Howell Wilkins - Candidate under the care of Mission Presbytery called to Third Creek Church as Pastor
-
- Call Forms
- Ordination/Installation Commission

Reference: Committee on Ministry

B. Minutes of Ordination/Installation Commissions

1. Dale Walker Davidson, Associate, Presbyterian Church of the Cross
2. J. David Kivett, First Church (Reidsville)
3. William F. Stephens, III, Trinity (Elon College)

Reference: Committee on Ministry

C. Letter from Department of History (Montreat) notifying the Love Valley Church of their approval to be placed on the American Presbyterian/Reformed Historical Sites Registry.

Reference: Stated Clerk

D. Letter from GA Stated Clerk concerning response to our Overture 92-96 on Clarifying the Church's Desire To Accept Money Generated From the Tobacco Industry.

Reference: Stated Clerk

E. Letter from Andrea E. Pfaff. Information

F. Letter concerning Mid-West Flooding and PC(U.S.A.) relief. Information

APPENDIX C

MINUTES OF COMMISSIONS COMMITTED TO THE RECORD

The Presbytery received and admitted to record the following minutes of Administrative Commissions appointed to ordain/install ministers.

ORDINATION AND INSTALLATION OF DALE WALKER DAVIDSON AS ASSOCIATE PASTOR OF THE PRESBYTERIAN CHURCH OF THE CROSS

The Commission appointed by Salem Presbytery to ordain and install Dale Walker Davidson as Associate Pastor of Presbyterian Church of the Cross, met at the Presbyterian Church of the Cross on May 23, 1993, at 10:30 a.m. The following members were present: Ministers Barbara Dua, James F. Miller, A. Carter Shelley; Elders Gerard H. Davidson, Jr. and Marion E. Lanier. Marion Lanier was elected Moderator and Carter Shelley, Clerk of the Commission. Guest Elder B. J. Walker of First Presbyterian Church, New Bern, New Hope Presbytery was welcomed and invited to sit with the Commission, as were guests Marla Cates and Leslie Klingensmith.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 11:00 a.m., the Moderator presiding. James F. Miller preached the sermon using as his text Acts 1:6-14 and his topic, "Out O' Sight". A. Carter Shelley propounded the constitutional questions to the minister. Marion E. Lanier propounded the constitutional questions to the minister. B. L. Walker offered the prayer of ordination and installation. Dale Walker Davidson was declared duly ordained and installed as Associate Pastor of Presbyterian Church of the Cross according to the Constitution of the Presbyterian Church (U.S.A.). Barbara Dua charged the Associate Pastor and Marion E. Lanier charged the congregation.

Dale Walker Davidson, the newly ordained and installed Associate Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Marion Lanier.

INSTALLATION OF J. DAVID KIVETT AS PASTOR OF FIRST PRESBYTERIAN CHURCH (REIDSVILLE, NC)

The Commission appointed by Salem Presbytery to installed J. David Kivett as Pastor of First Presbyterian Church (Reidsville), met in the Session Room of First Presbyterian Church (Reidsville) on May 30, 1993, at 4:30 p.m. the meeting was called to order by Jay Click. The prayer was offered by Thomas Vincent. The following members were present: Ministers Rick Wurst, John Eliason, Jay Click, Molly Morgan; Elders Thomas Vincent, Lucy Rankin, and Helen Hooper. Jay Click was elected Moderator and Helen Hooper, Clerk of the Commission. Guest minister Allen McSween of Foothills Presbytery was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 5:00 p.m., the Moderator presiding. Allen McSween preached the sermon using as his text Revelations 3:14-22 and his topic, "The Passion of Faith". Jay Click propounded the constitutional questions to the minister and to the congregation. Rick Wurst offered the prayer of installation. J. David Kivett was duly installed as Pastor of First Presbyterian Church (Reidsville) according to the Constitution of the Presbyterian Church (U.S.A.). John Eliason charged the Pastor, and Helen Hooper charged the congregation.

J. David Kivett, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Rick Wurst.

INSTALLATION OF WILLIAM F. STEPHENS, III AS PASTOR OF THE TRINITY PRESBYTERIAN CHURCH (ELON COLLEGE, NC)

The Commission appointed by Salem Presbytery to install William F. Stephens, III as Pastor of Trinity Presbyterian Church (Elon College), met at the Trinity Presbyterian Church on May 16, 1993, at 10:40 a.m. The meeting was called to order by Steve Dyer. The prayer was offered by Steve Dyer. The following members were present: Ministers Steve Dyer, Susan Fricks, Tom Lane; Elders Thomas Vincent and Alura Wheeler. Steve Dyer was elected Moderator and Alura Wheeler, Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 11:00 a.m., the Moderator presiding. Tom Lane preached the sermon using as his text Isaiah 43:14-19a, John 14:18-26, and I Corinthians 11:23-26, and his topic, "Remembering Christ". Steve Dyer propounded the constitutional questions to the minister and to the congregation. Steve Dyer offered the prayer of installation. William F. Stephens, III was declared duly installed as Pastor of Trinity Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Susan Fricks charged the Pastor, and Alura Wheeler charged the congregation.

William F. Stephens, III, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Thomas Vincent.

APPENDIX D

SALEM PRESBYTERY

1994 Proposed Budget

INCOME:	1992 Actual	1993 Budget	1994 Proposed budget
Benevolence Giving	$1,924,458.00	$1,850,000.00	$1,825,000.00
Presbyterian Hunger Program	$7,775.00	$8,000.00	$7,500.00
Program Receipts	$36,488.00	$27,085.00	$27,475.00
Hsinchu	$21.85	$1,200.00	$1,200.00
Miscellaneous	$1,088.15	$1,325.00	$.00
Interest Income	$4,755.58	$4,000.00	$4,000.00
Prior Year Unspent Funds	$3,403.57	$22,194.00	$.00
TOTAL REVENUE	$1,977,990.15	$1,913,804.00	$1,865,175.00
EXPENSES:			
ADMINISTRATION COSTS			
Executive Presbyter/S.C.			
Salary/Housing	$50,810.71	$50,810.71	$51,755.00
Pension	$14,768.39	$15,315.36	$15,600.00
Social Security	$3,887.02	$3,887.02	$3,959.00
Dental Ins.	$429.88	$413.08	$459.00
Continuing Education	$1,146.31	$1,200.00	$1,200.00
Travel	$4,485.00	$4,000.00	$4,500.00
Total	$75,527.31	$75,626.17	$77,473.00
Assoc. Finance/Treasurer			
Salary	$41,015.89	$41,015.89	$42,041.00
Pension	$11,074.29	$11,484.45	$11,772.00
Social Security	$3,137.72	$3,137.72	$3,216.00
Dental Ins.	$217.08	$206.77	$206.00
Continuing Education	$323.00	$1,000.00	$1,000.00
Travel	$1,276.00	$1,500.00	$2,500.00
Total	$57,043.98	$58,344.83	$60,735.00
Assoc Presby Care/Leadership			
Salary/Housing	$32,713.00	$38,000.00	$38,625.00
Pension	$9,508.00	$11,453.96	$11,642.00
Social Security	$2,503.00	$2,907.00	$2,955.00
Dental Ins.	$251.83	$206.48	$459.00
Continuing Education	$1,000.00	$1,000.00	$1,000.00
Travel	$2,703.00	$3,500.00	$4,000.00
Total	$48,678.83	$57,067.44	$58,681.00
Assoc. Presby./Congre. Life			
Salary/Housing	$39,893.69	$39,893.69	$40,566.00
Pension	$11,595.32	$12,024.76	$12,227.00
Social Security	$3,051.87	$3,051.87	$3,103.00
Dental Insurance	$768.00	$728.92	$820.00
Continuing Education	$974.00	$1,000.00	$1,000.00
Travel	$3,049.00	$3,000.00	$3,500.00
Total	$59,331.88	$59,699.24	$61,216.00

	1992 Actual	1993 Budget	1994 Proposed Budget
Hunger Action Enabler			
Salary/Housing	$18,990.83	$18,990.83	$19,281.00
Pension	$5,519.80	$5,724.22	$5,812.00
Social Security	$1,452.80	$1,452.80	$1,475.00
Dental	$217.08	$206.48	$231.00
Continuing Education	$46.90	$500.00	$500.00
Travel	$681.00	$1,250.00	$1,250.00
Total	$26,908.41	$28,124.33	$28,549.00
Sub Total Program Staff	$267,490.41	$278,862.01	$286,654.00
NON EXEMPT STAFF			
Salaries/Benefits	$136,405.20	$144,748.99	$148,992.00
Travel	$659.06	$800.00	$800.00
Continuing Education	$343.00	$750.00	$750.00
Overtime/Bonus	$1,789.25	$1,000.00	$1,000.00
Pritchett (Orange Presbytery Retirement Subsidy)	$8,740.00	$8,740.00	$8,740.00
Sub Total Non-exempt	$147,936.51	$156,038.99	$160,282.00
TOTAL STAFF COMPENSATION	$415,426.92	$434,901.00	$446,936.00
Office Costs			
Rent/Utilities	$23,550.00	$24,000.00	$24,000.00
Telephone	$9,761.00	$10,000.00	$10,000.00
Custodial	$1,980.00	$2,100.00	$2,100.00
Service/Maintenance	$15,493.00	$13,000.00	$13,000.00
Office Supplies	$1,653.00	$5,500.00	$3,000.00
Postage	$3,233.00	$4,750.00	$4,000.00
Equipment Maintenance	$1,016.00	$3,000.00	$3,000.00
Equipment Purchase	$2,710.00	$5,000.00	$3,000.00
Audit/Legal	$7,960.00	$7,650.00	$7,900.00
Insurance	$6,767.00	$5,000.00	$5,000.00
Miscellaneous	$755.00	$200.00	$200.00
Legal Fees	$116.00	$500.00	$500.00
Sub Total	$74,994.00	$80,700.00	$75,700.00
TOTAL ADMINISTRATION COST	$490,420.92	$515,601.00	$522,636.00
GOVERNING BODY FUNCTIONS			
Council Costs	$4,399.11	$8,050.00	$5,350.00
Black Caucus	$750.00	$1,481.00	$981.00
Special Focus Project	$.00	$.00	$.00
Evaluation & Goals	$103.05	$1,500.00	$800.00
Nominating Committee	$668.40	$500.00	$500.00

	1992 Actual	1993 Budget	1994 Proposed Budget
Permanent Judicial Com.	$676.19	$2,000.00	$1,200.00
Representation Committee	$22.06	$66.00	$66.00
Stated Clerk/Presbytery	$12,976.10	$12,340.00	$12,450.00
Miscellaneous	$.00	$.00	$.00
Women of Color	$689.89	$2,000.00	$880.00
Self Development Committee	$69.97	$.00	$.00
Bi-Centennial Committee	($525.99)	$.00	$.00
TOTAL GOVERNING BODY	$19,828.78	$27,937.00	$22,227.00
ADMINISTRATIVE SERVICES DIV.			
Division Costs	$16.09	$128.00	$100.00
Communication Committee	$7,026.48	$10,300.00	$7,200.00
Budget/Finance Committee	$680.23	$726.00	$689.00
Personnel Committee	$5,918.88	$1,250.00	$1,250.00
TOTAL ADMINISTRATIVE SERV	$13,641.68	$12,404.00	$9,239.00
CHURCH DEVELOPMENT DIVISION			
Division Costs	$2,520.26	$4,100.00	$5,000.00
Church Development Committee	$30,431.82	$110,000.00	$116,200.00
Evangelism Committee	$4,468.19	$5,000.00	$5,150.00
Small Church Committee	$112,623.95	$124,000.00	$127,780.00
TOTAL CHURCH DEVELOPMENT	$150,044.22	$243,100.00	$254,130.00
CHURCH IN THE WORLD DIVISION			
Division Costs	$2,926.52	$4,200.00	$3,400.00
Urban Ministry Grants	$30,740.00	$28,500.00	$24,292.00
Hunger Committee	$1,017.40	$2,000.00	$1,000.00
Peacemaking	$6,935.39	$1,800.00	$7,330.00
Social Justice Committee	$3,160.49	$3,000.00	$2,500.00
Criminal Justice Committee	$9,699.85	$10,600.00	$10,600.00
Women's Ministry Committee	$668.28	$2,000.00	$2,215.00
Racial Ethnic Committee	$71.05	$1,000.00	$1,000.00
Higher Education Committee	$27,075.93	$23,175.00	$28,175.00
International Missions	$7,841.76	$3,750.00	$7,350.00
Ecumenical Missions Committe	$685.42	$515.00	$925.00
TOTAL CHURCH/WORLD DIV.	$90,822.09	$80,540.00	$88,787.00
COMMITTEE ON MINISTRY			
Examinations Committee	$1,025.27	$1,400.00	$1,400.00
Committee Expenses	$4,343.88	$5,000.00	$4,500.00
Calls & Vacancies Committee	$4,154.75	$3,325.00	$4,000.00
Conciliation Committee	$2,130.41	$3,550.00	$2,700.00
Visitation Committee	$376.16	$2,588.00	$2,807.00
Preparation for Ministry	$21,528.31	$18,525.00	$21,085.00

	1992 Actual	1993 Budget	1994 Proposed Budget
Professional Development	$9.45	$2,900.00	$2,900.00
Professional Support	$1,360.01	$9,500.00	$3,944.00
Compensation/Retirement	$3,384.87	$2,000.00	$5,200.00
TOTAL COMTE. ON MINISTRY	$38,313.11	$48,788.00	$48,536.00
CONGREGATIONAL LIFE DIVISION			
Division Costs	$61.38	$400.00	$400.00
Pathways Committee	$7,710.01	$10,700.00	$10,700.00
Educational Ministry Cmte.	$2,138.74	$5,250.00	$4,250.00
Stewardship Education Cmte.	$857.85	$1,498.00	$1,400.00
Worship and Music Committee	$811.24	$1,225.00	$1,400.00
Resource Centers Committee	$4,661.25	$4,375.00	$3,700.00
Youth Ministry Committee	$26,968.44	$17,525.00	$11,000.00
Children's Ministry Cmte.	$1,143.60	$2,850.00	$2,550.00
Singles Committee	$571.05	$1,500.00	$1,500.00
Adult Ministry Committee	$1,377.81	$2,200.00	$2,200.00
Presbyterian Men	$120.49	$1,000.00	$1,000.00
Spiritual Formation/Enrichme	$606.48	$1,368.00	$1,750.00
TOTAL CONGREGATIONAL LIFE	$47,028.34	$49,891.00	$41,850.00
OUTDOOR MINISTRIES			
Outdoor Ministries Division	$351.11	$800.00	$600.00
Camp Grier	$43,951.71	$33,543.00	$28,283.00
CampsNewHope/Presbyterian Pt	$80,699.01	$74,350.00	$73,150.00
Admin. Cost--New Hope/Presby	$3,600.00	$3,600.00	$3,800.00
TOTAL OUTDOOR MINISTRIES	$128,601.83	$112,293.00	$105,833.00
TOTAL PRESBYTERY OPERATIONS	$978,700.97	$1,090,554.00	$1,093,238.00
ASSESSMENTS			
General Assembly	$166,272.48	$167,237.00	$167,237.00
Synod of the Mid-Atlantic	$94,298.05	$95,455.00	$95,455.00
BUDGETED BENEVOLENCE			
General Assembly	$433,167.52	$350,763.00	$323,688.00
Synod of the Mid-Atlantic	$281,621.95	$209,795.00	$185,557.00
TOTAL EXPENSES	$1,954,060.97	$1,913,804.00	$1,865,175.00
Excess Income/Expenditure	$23,929.18	$.00	$.00

SALEM PRESBYTERY

SEXUAL MISCONDUCT POLICY
AND ITS PROCEDURES

ADOPTED

JULY 23-24, 1993

LEES-MCRAE COLLEGE
BANNER ELK, NORTH CAROLINA

SALEM PRESBYTERY POLICY ON SEXUAL HARASSMENT AND MISCONDUCT

SECTION I. POLICY STATEMENT

It is the policy of the Presbyterian Church (U.S.A.) that all church members, church officers, non-member employees, and volunteers of governing bodies and entities of the church are to maintain the integrity of the ministerial, employment, and professional relationship at all times. Sexual misconduct is not only a violation of the principles set forth in Scripture, but also of the ministerial, pastoral, employment, and professional relationship. It is never permissible or acceptable.

SECTION II. INTRODUCTION

This introductory section of Salem Presbytery's "Policy on Sexual Harassment and Misconduct" is a sharing of the philosophy which shapes the specific policy guidelines. Many people will be tempted to read the policy and procedures without taking the time to read and understand the philosophy. Please work through the material found in the philosophy, much of which comes directly from the General Assembly.

This policy on sexual harassment and misconduct by persons in positions of religious leadership arises out of an awareness that the Presbyterian Church (U.S.A.), Salem Presbytery and its churches have been given a public and a spiritual trust. In writing this policy we are concerned with offering guidelines that set appropriate standards of behavior, assure appropriate intervention to alleged incidents of misconduct, care for all involved, and provide information to help prevent future incidence of abuse. We are also aware that in addition to the needs of survivors and alleged offenders, congregations and those in employment settings are also affected. Our concern is for a policy that will assist in protecting the vulnerable, and calls for accountability, healing, justice, restitution, restoration and vindication. A principal criterion for our work has been: will this policy serve the Church by guiding us to act for justice and healing?

The need for a policy on sexual misconduct by those in positions of religious leadership is painfully apparent. The incidence of reported cases is sobering. Some presbyteries have multiple cases pending. Statistical evidence suggests between 10 and 23 percent of clergy nationwide have engaged in self-acknowledged inappropriate sexual behavior or contact with parishioners, clients, employees, etc. within a professional relationship.[1] The toll of suffering caused by such behavior is staggering. The legal consequences for the denomination are enormous. We are facing a crisis terrible in its proportions and implications. We recognize that a primary barrier to responding appropriately to sexual misconduct is because often religious leaders are not able to recognize and believe that such behavior happens. In a context of trust it is hard to recognize abusive behavior because we do not expect to see it. Rather, just as in families where incest occurs, we often may find what we choose not to see.[2] When that occurs we, too, are complicit whether knowing or unknowingly, in the abuse. Now that our consciousness is raised, we must assume responsibility for appropriate intervention and prevention strategies.

Because religious leadership is a covenantal relationship that presumes the trustworthy exercise of power on behalf of those in our care, sexual misconduct is a tragic betrayal of that trust and is an abuse of power. All who enter professional relationships with religious leaders trust themselves to one whom they expect will provide for their care, safety, and justice. The mutual consent necessary for an appropriate sexual relationship is not possible in a context in which power is inherently unequal. Persons in religious leadership, like all others in helping professions who have access to people in their most vulnerable moments, are always responsible for keeping appropriate boundaries and assuring the safety of those in their trust.

By the adoption and use of this sexual misconduct policy and procedures, Salem Presbytery seeks to offer guidance in the kind of behavior appropriate to the role and responsibilities of religious leadership, to suggest procedures for accountability when allegations of misconduct are made, and to assure appropriate physical, emotional, and spiritual care for all involved. The goals of this policy are:

1. To set and enforce standards of ethical behavior consistent with Scripture.

2. To recommend procedures for inquiry and effective response to allegations of sexual misconduct and protection of persons in the church.

3. To assure that the personal, emotional, spiritual, pastoral, legal, and financial needs of all affected parties are addressed in cases of sexual misconduct in the Church.

4. To serve as a guide for the prevention of sexual misconduct in the church through appropriate training and supervision of employees, education of laity and clergy, and nurturance of the spiritual, emotional, and physical well-being of all God's people.

5. To assure that all necessary steps are taken to conform to the requirements and protection guaranteed under the Form of Government and the Rules of Discipline.

6. To further the peace, unity and purity of the Church through justice and compassion.

This policy and its procedures reflect a keen awareness that child sexual abuse, as well as many instances of sexual misconduct with adults represent forms of compulsive behavior.[3] Typically such persons will minimize, rationalize, and deny their inappropriate behavior. Offenders will continue in such behavior until they are confronted and receive treatment. Apart from intervention these offenders will not recover control of their actions.

Sexual abuse with adults or children represents the most severe level of self-alienation and therefore of spiritual alienation. This policy helps us to respond pastorally to alleged offenders because it puts in place a mechanism for confronting the self-destructive behavior of those who are offenders. Healing will require breaking their denial. Only then can the restorative process of repentance begin. Pastorally, intervention represents a significant opportunity to restore spiritual as well as emotional healing for offenders though this is, admittedly, a long-term process. The timely, informed presence of the Response Management Team is intended to assure that those who are innocent of the allegations receive informed and sensitive care. The process proposed will not leave unresolved charges to haunt one forever.

This policy and its procedures makes possible a pastoral response to the adult victim who has survived sexual misconduct. These survivors have experienced the profound betrayal not only of one whom they trusted--often at a moment of vulnerability--but also one whose power includes the symbolic power of a representative of God and the Church. These survivors are often deeply ashamed, fear the offender, and fear the blame and rejection they anticipate from the congregation or church agency in which they work. They feel isolated. These emotions may inhibit reporting for several years, or forever. Moreover, there is a painful overlap between survivors of child sexual abuse and those abused as adults. Additionally, some victims of child sexual abuse become abusers themselves. In this case of re-victimization, disclosure and recovery are all the more difficult. However, some survivors will eventually recognize and name their abuse, seek help, and find the courage and support to break the silence, shame, guilt, and fear imposed. At this point the survivor may choose to call her or his abuser to account. It is impossible to predict whether and when this will occur in the life of a survivor. This policy assures that there will be a timely, informed, and skilled response to the survivor's choice to risk breaking the secrecy that has kept them in bondage and perpetuated the abuse. This policy also assures that emotional and spiritual guidance will be found and made available as quickly as possible.

Too often adult victims have found that their worst fears of rejection have become realized in their congregation or employing entity. This policy is a visible sign that an institution which has been complicit in the survivor's victimization will now act positively to advocate for her or his healing and for justice. The policy is a source of clear and accessible information so that accuser/victims may know where to turn at the point they decide to disclose the sexual misconduct. Through quick discernment of the facts and through preventive education, the congregation or employing entity may be less likely to respond by blaming the victim.

This policy also helps to assure the Church's pastoral response to survivors of child or adolescent sexual abuse by religious leaders. These are the most vulnerable victims. For them betrayal of trust comes before they have developed an adequate sense of self or an adult sexuality. Their spirituality is also seriously affected by abuse of the symbolic power of a religious leader.

This policy and its procedures make a significant advance pastorally, and for justice, by recognizing that most children will not break the secret of abuse while a child.[4] Most will repress that abuse until later experiences or when developmental factors allow recall. Others may not repress, but instead may need the security of adult status in order to dare and speak. Adult victims may repress their abuse or not be able to come forward for years following the abuse. For this reason, the Rules of Discipline state there is no time limit placed on the filing of charges in cases where sexual abuse is alleged. (D-7.1100.)

This policy and its procedures clearly avow that abuse is wrong, thus breaking the destructive cycle of denial and self-hatred that traps survivors in their shame, fear, and danger. The spiritual alienation that usually results from the sexual abuse of children and adolescents is doubly difficult when the perpetrator is a religious leader. This policy and its procedures on sexual misconduct intends to provide quick, informed, and caring responses to assure survivors due process and empowers them in the same context where their own power and identity were previously denied.

Congregations and employing entities also need to receive pastoral responses when an incident of sexual misconduct occurs within them. This policy and its procedures provides a way to confront the denial that predictably occurs in these contexts. Just as incest in a family means members are in complicity if only in not seeing and not believing, so in congregations and employing entities important questions need to be pursued and experiences need to be processed. This policy and its procedures names and describes sexual misconduct in ways that will help reduce vulnerability and exploitations. Systemically, it is clear that if the experience of exploitation and the resulting grief and anger are not worked through, the congregation or entity continues to suffer and may, in fact, be re-victimized because its denial is not confronted.

The denomination's integrity and ministry is at stake in the way we respond to the reality of sexual misconduct by those we entrust with religious leadership. This wound in the body of Christ cannot be healed easily, but healing can occur when accompanied by our commitment to join informed compassion with a process that seeks justice and healing, restoration, restitution and vindication.

Since those experiencing crises in their own personal or professional lives are more vulnerable to acting in inappropriate ways, governing bodies need to be ever more caring of their minister's personal and professional lives. The more knowledge of its ministers that Salem Presbytery or the employing entity has, the more responsive that body can be in averting potential crisis. The governing body or entity needs to remember that dealing with racial ethnic persons requires cultural sensitivity. Obviously, the more care able to be given to all staff and volunteers the better, not only in terms of prevention of sexual misconduct, but also in nurturing those who all too frequently receive too little nurturance themselves.

SECTION III. STANDARDS OF CONDUCT

"As God who called you is holy, be holy yourselves in all your conduct."

"Tend the flock of God that is your charge, not under compulsion but willingly, not for sordid gain but eagerly, do not lord it over those in your charge but be examples to the flock."

"A new commandment I give to you, that you love one another, even as I have loved you, that you also love one another. By this all people will know that you are disciples, if you have love for one another."

I Peter 1:15; James 3:1; John 13:34-35 NRSV

The ethical conduct of all who minister in the name of Jesus Christ is of vital importance to the Church for through these representatives is conveyed an understanding of God and the gospel's good news. "Their manner of life should be a demonstration of the Christian gospel in the Church and the world."
The Book of Order, G-6.0106, G-14.0103

A. Christian conduct and sexuality

A person in authority in the church should be aware of his/her "power". Church leaders (this includes pastors, elders, youth advisors, etc.) are visible and influential. Their speech and behavior is observed. They are living examples of the Christian faith. Therefore, it is advisable to:

1. Be careful how language is used. Words can hurt. It should be a matter of concern to persons in authority to learn why certain words or humor can be offensive to some people, and to refrain from condescending or insulting language. Church leaders should strive to be inclusive in their use of language.

2. Be careful with the way people are touched or handled physically. Persons in authority ought to be sensitive to the difference between friendly or compassionate warmth and uncomfortable or intimidating intimacy. There is no formula to explain exactly what is welcome and what is unwanted behavior. The church leader needs to pay attention to body language and appreciate the variety of different persons' reactions to touch. When these subtle clues of body language, as well as verbal feedback, are respected, the church leader should be able to make an appropriate response.

3. Be aware of the messages that one's own body language and dress can send to another person, so that the person in authority is not misunderstood as being sexually inviting, provocative, or seductive.

4. Keep a check on the emotional content of close working relationships. Physical proximity, stress, shared concerns, and spending long periods of time with a colleague can enhance temptation for sexual misconduct.

5. Intimate sexual expression should be reserved for a partner in a relationship of marriage.

6. Assure that no person is treated as an object, but as a unique child of God. Assume that every person has a heart, mind, and soul, as well as a body.

B. Sexual misconduct

The basic principles guiding sexual misconduct in the policy are:

1. Sexual misconduct is a violation of the roles of persons in authority, who are called upon to exercise integrity, sensitivity, and caring in a trust relationship. Such conduct breaks the covenant which obligates the person in authority to act in the best interest of the participants.

2. Sexual misconduct is a misuse of authority and power which breaches Christian ethical principles by misusing a relationship of trust to gain advantage over another for personal pleasure in an abusive, exploitative, or unjust manner. If a participant in a church-related program initiates or invites sexual activity, it is the responsibility of the person in authority to maintain the appropriate role and prohibit a sexual relationship.

3. Sexual misconduct can take advantage of the vulnerability of children and persons who are less powerful to act for their own welfare. It violates the Christian obligation to protect the vulnerable from harm. It is a rejection of the gospel mandate for servants of God to work to bring wholeness to a broken world.

SECTION IV. RESPONSE TO SEXUAL MISCONDUCT ALLEGATIONS

A. Principles

Salem Presbytery, its churches and entities respect the following principles when responding to allegations of sexual misconduct within their bounds:

1. The church seeks healing and assures protection of all persons who are involved.

2. Privacy of all persons is to be respected and confidentiality of communications is guaranteed (within the bounds of civil law, which requires certain types of allegations to be reported, e.g. child abuse).

3. All persons are assured fair procedures in the disciplinary process of the Presbyterian Church (U.S.A.) according to the Book of Order.

4. Any person affected by allegations of sexual misconduct (this includes both the accuser and the accused) should have counseling assistance available to him/her. This may include therapeutic, legal, or pastoral counseling.

B. Report of an Incident/THE MANDATED REPORTER

A report of an incident of sexual misconduct might come in a variety of ways. The report should never be taken lightly, disregarded, or be allowed to circulate. Reports should be treated with highest confidentiality.

What to do when receiving a report of sexual misconduct:

A person who receives a report of alleged misconduct should immediately inform a higher level supervisor (e.g. the pastor of the church, the Presbytery Executive/Stated Clerk, the Committee on Ministry chairperson, the director of a program, etc., or report directly to the Salem Presbytery Response Group [see C. The Response Procedure]). The person who receives the initial report is called the "mandated reporter" and may be required by law to report the alleged incident to civil authorities (the Salem Presbytery response procedure will help this mandated reporter in understanding his/her legal obligations).

C. The Response Procedure/RESPONSE GROUP AND RESPONSE COORDINATION TEAM

1. THE RESPONSE GROUP. The mandated reporter and/or the higher authority who have received the alleged incident report to the Salem Presbytery Response Group. The RESPONSE GROUP is a pool of trained and prepared persons within Salem Presbytery who are available to respond to sexual misconduct allegations. Their expertise should include: psychological counseling (with particular experience in the area of sexual abuse as well as pastoral care), child advocacy, law, conflict management, insurance, and personnel management.

2. THE RESPONSE COORDINATION TEAM. To ensure that the governing body is ready to meet the variety of needs present, an independent Response Coordination Team shall be named and its membership clearly publicized. This team will not investigate the allegation or in any way function as a special disciplinary committee, but should confine itself to coordinating a process that will meet the specific needs of the situation. The Chairperson of the Response Group will immediately call a Response Coordination Team from its membership (hereafter referred to as RCT). It is the task of the RCT to manage the response procedure fairly and with compassion. In maintaining this role throughout the response procedure, the RCT will advise, guide, and refer. It will never prosecute, defend, or counsel any parties. Its main activity is during a pre-judicial stage at which investigation and resolution is sought without the necessity of the judicial process of the presbytery. The RCT should consist of at least five people, including both male and female members, and should reflect the ethnic background of both the accuser and the accused. It should also include as much as possible the areas of expertise defined above for the Response Group. Middle governing body executive staff shall be prohibited from membership on the RCT.

RESPONSE TEAM ACTION: The RCT will meet within five days of receiving the initial report and take the following action within thirty days:

a. Receive the allegation of sexual misconduct.

b. Notify the affected persons and/or entities of the RCT's role in the handling of the allegations and expected time table.

c. Notify civil authorities, if necessary by law.

d. Assess and respond to the needs of all the affected persons (see Appendix B).

e. Explore non-judicial solutions (see Appendix C).

f. Write a report to the stated clerk of the presbytery. This report should include: the names of all those affected, an account of the allegations, the names of witnesses (professionals or others who may have been involved in the matter), the RCT's recommendations for further action, and copies of the relevant documents.

3. JUDICIAL ACTION. Should pre-judicial investigation warrant judicial action, the role of the RCT is pre-empted by the judicial process of the church. Judicial response will vary according to the status of the accused: ministers and church members are subject to the discipline under the Book of Order (D-5.0100), and the relationship of ministers to their congregations is subject to the oversight of the presbytery (G-14.0602, G-14.0603, G-11.0402, G-11.0502j); other persons may not be under the jurisdiction of the Book of Order.

a. SPECIAL DISCIPLINARY COMMITTEE. When the accused is covered by the Book of Order (a minister or church member), the investigation is continued by a Special Disciplinary Committee.

Upon receipt of the report of the RCT, the stated clerk shall report to presbytery that an offense has been alleged. A Special Disciplinary Committee shall immediately be appointed. The Special Disciplinary Committee conducts its own inquiry promptly but thoroughly (see Book of Order Rules of Discipline Chapter 7).

Church bodies must cooperate with civil authorities in an investigation of child sexual abuse or other criminal sexual misconduct. Church disciplinary proceedings cannot interfere with a criminal investigation by civil authorities and may have to be suspended until these are completed.

The session has jurisdiction for members of its church, and the disciplinary process is like that of a minister in the presbytery: a Special Disciplinary Committee is appointed and the session acts as a court to try the case (see D-8.0000). If the accused church member presents a letter of resignation from the church, the jurisdiction of the session ends, and the case is closed (D-5.0300 and D-7.0700).

b. PERSONNEL COMMITTEE. If the accused is not covered by the Book of Order (is not a minister or church member), the case is transferred to a personnel committee or appointed administrative commission of the affected governing body. The personnel committee should be guided by written personnel policies (see Appendix D: RISK MANAGEMENT AND EMPLOYMENT RECORDS) and the report of the RCT to determine its course of action. It shall prepare a written report to be included in the permanent personnel file of the accused. The accused has the right to attach a written statement to the documents and the right to appeal the personnel committee's decision through the standard operating procedure of the governing body.

c. RECORD KEEPING. Whether the accused is covered by the Book of Order or not, thorough yet confidential records should be kept, and a summary report should be included in the personnel file of the accused.

SECTION V. EDUCATION AND TRAINING

The issue of sexual misconduct is becoming a more urgent concern of our churches and church-related bodies. There is an emerging need to educate and train a variety of people, including ministers, officers, staff volunteers, and others. All persons working under the auspices of Salem Presbytery should have a knowledge of this policy and its procedures. Moreover, it is recommended that congregations and employing entities become pro-active in utilizing resources to educate people about the issues of sexual misconduct. It is particularly important for members of the Response Group to have a depth of knowledge in the field of sexual misconduct.

SECTION VI. OUTLINE OF PROCEDURES

1. Pre-judicial Exploration of Complaint:

Incident

Mandated Reporter   Civil authorities

(Higher supervisor)

Chair of Response Group (pool of presbytery members trained in issues of sexual misconduct

Response Coordination Team (five members)   Civil authorities if nec.

a. Pre-judicial investigation including:

notification to all parties of the RCT
    role and time table
assessment of needs
determination of resources
non-judicial solutions
recommend advisability of judicial process

b. Written report to Stated Clerk

2. Judicial Procedures

Stated Clerk - informs presbytery which appoints Special Disciplinary Committee

Special Disciplinary Committee (for minister or church member).
OR
Personnel Committee of Agency (for non-presbytery person)

Permanent Judicial Commission

Decision

Endnotes

1 For example, G. Lloyd Rediger. Ministry and Sexuality: Cases, Counseling, and Care. (Minneapolis: Augsburg/Fortress Press, 1990), 2: "How Common Is Pastoral Indiscretion?" Leadership, Volume IX, Number 1 (Winter 1988): 12-13.

2 Fortune, Marie. Is Nothing Sacred? When Sex Invades the Pastoral Relationship (San Francisco: Harper & Row, 1989), 103-105, describes the way the metaphor of family for congregational life may render parishioners more vulnerable to irresponsible religious leaders whom they trust as if they were parents. Like families in which incest occurs, other members of the congregation fail to see the abuse, protect the offender when allegations are made, and often blame the victim(s).

3 See Peter Rutter, Sex in the Forbidden Zone: When Men in Power - Therapists, Doctors, Clergy, Teachers, and Others--Betray Women's Trust (Los Angeles: Jeremy P. Tarcher, Inc., 1989); Marie Fortune, Is Nothing Sacred?; Patrick Carnes, Out of the Shadows: Understanding Sexual Addiction (Minneapolis: Compcare Publishers, 1983); and David Boyajian (San Francisco: Harper & Row, 1987), 172-197.

4 Summit, Roland, "Beyond Relief: The Reluctant Discovery of Incest," in Sexual Assault and Abuse, eds. Mary D. Pellauer, Barbara Chester, and Jane Boyajian (San Francisco: Harper & Row, 1987), 172-197.

APPENDICES

APPENDIX A

DEFINITIONS

Accused is the term used to represent the person against whom a claim of sexual misconduct is made.

Accuser/Victim is a term used to represent the person claiming knowledge of sexual misconduct by a person covered by this policy or a person claiming to have been abused by a person covered under this policy. The accuser/victim may or may not have been the victim of the alleged sexual misconduct (See also Child Sexual Abuse). A person such as a family member, friend, or colleague may be the accuser.

Adult - in the state of North Carolina, an adult is a person 18 years of age or older.

Child - in the state of North Carolina, a child is a person under the age of 18.

Child Sexual Abuse includes, but is not limited to, any contact or interaction between a child and an adult when the child is being used for the sexual stimulation of the adult person or of a third person. The behavior may or may not involve touching. Sexual behavior between a child and an adult is always considered forced whether or not consented to by the child. No upper age limit for child sexual abuse has been given in this policy because the age of adulthood varies from state to state. The upper age limit is intended to be that recognized in the state in which the act is committed.

Church when spelled with the initial capitalized refers to the Presbyterian Church (U.S.A.). Church when spelled with the initial in lowercase refers to local churches. The word congregation is used loosely for members and participants.

Employee is the comprehensive term used to cover individuals who are hired or called to work for the Church for salary or wages.

Entity is the term used to refer to any program or office managed by a board, committee, council, or other body whose membership is elected by a governing body. See Manual of the General Assembly, Standing Rule 47.

Governing Body is a representative body composed of elders and ministers of the Word and Sacrament: sessions, presbyteries, synods, and the General Assembly. A governing body may establish entities such as day care centers, conference centers, camps, or homes for the aged. A governing body may have both church members and non-members as employees.

High Risk Occupation is that which call for a person to work in close contact with those who are vulnerable and less capable of protecting themselves, with children, elderly persons, those who are wholly or partially incapacitated, or counseling clients having emotional or personal problems.

Inquiry is the term used in the Rules of Discipline to determine whether charges should be filed based upon allegations of an offense received by a governing body. See Book of Order D-7.0200.

Mandated Reporter is described by some states' laws as a person who is required to report any and all suspected incidents of child abuse, including child sexual abuse that come to their attention. State laws vary from defining "all persons having knowledge" as mandated reporters to specifying very limited lists of professions whose members are required to report.

Persons Covered by this policy include church members, church officers, ministers, and non-members who are employees or volunteers under the supervision of governing bodies or entities, including those who are accused of sexual misconduct under circumstances in which (1) access to the accuser/victim is related to some form of service to or appointment by governing bodies or entities of the church, or (2) sexual misconduct in a non-church related setting raises questions for the Church of character and effectiveness. For example, this policy covers a non-member adult who sexually abuses a non-member teenager while "helping out" on a church-sponsored camping trip.

Reasonable Suspicion is a subjective criterion that refers to a belief or opinion based on facts or circumstances of sexual misconduct that are sufficient enough for a prudent person to want to inquire further, to take protective action, or report to authorities. State child abuse reporting laws may include wording that indicates what degree of suspicion or knowledge gives rise to the duty to report.

Response is the action taken by the governing body or entity when a report of sexual misconduct is received. It may include (1) inquiry into facts and circumstances, (2) possible disciplinary action (administrative or judicial or both), (3) pastoral care for accuser/victims and their families and others, and (4) pastoral care and rehabilitation for the accused and care for their families.

Response Coordination Team is a body constituted by a governing body or entity to facilitate the process of responding to allegations of sexual misconduct by a person covered under this policy. The structure and function of the RCT are detailed in Section IV.C. of this report.

Secular Authorities are the governmental bodies, whether city, county, state, or federal, who are given the responsibility to investigate, criminally prosecute, and/or bring civil charges against individuals accused of sexual crimes or offenses against adults and children.

Secular Law is the body of municipal, state, and federal laws and is often referred to collectively as civil and criminal law. Prohibited behavior addressed by this policy may result in criminal and/or civil charges filed under secular law.

Sexual Harassment as defined for this policy is as follows:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. Submission to such conduct is made either explicitly or implicitly a term or a condition of an individual's employment or their continued status in an institution.

2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or

3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance by creating an intimidating, hostile, or offensive working environment.

Sexual Misconduct is the comprehensive term used in this policy and its procedures to include:

1. Child sexual abuse as defined above.

2. Sexual harassment as defined above.

3. Rape or sexual contact by force, threat, or intimidation.

4. Sexual conduct (such as offensive, obscene or suggestive language or behavior, unacceptable visual contact, unwelcome touching or fondling) which is injurious to the physical or emotional health of another.

5. Sexual Malfeasance defined as sexual conduct within a ministerial (e.g. clergy with a member of the congregation) or professional relationship (e.g., counselor with a client, lay employee with a church member, presbytery executive with a committee member who may be a lay person, a minister, or an elder). Sexual conduct includes unwelcome sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature. This definition is not meant to cover relationships between spouses, nor is it meant to restrict church professionals from having normal, mutual, social, intimate, or marital relationships.

6. Sexual Abuse is found in D-7.1100.

7. Sexual intercourse with a person or persons outside a relationship of marriage.

Victim: (See Accuser/Victim)

Volunteer is the term used for those who provide services for governing bodies and entities of the Church and receive no benefits or remuneration. Volunteers include persons elected or appointed to serve on boards, committees, and other groups. For purposes of this policy volunteers are treated the same as employees. Liabilities of the governing body or entity may be the same for volunteers as for employees.

APPENDIX B
MEETING THE NEEDS OF ALL INVOLVED

In cases of sexual misconduct there are needs that have to be met for the good of all persons and groups. The Response Coordination Team will coordinate the process of meeting the needs of accuser/victims and their families, the accused and family, employing entities, congregations, and governing bodies.

A. The Needs of the Accuser/Victim

The governing body, employing entity, and RCT shall assure that adequate treatment and care are available for alleged victims of sexual misconduct and their families. The accuser/victim or family sometimes is so angry and alienated from the church that offers of help may be perceived as insincere or as attempts at a cover-up. If the accuser/victim or family at first refuses, the church should continue to offer help. Above all the church should not act in a self-protective manner by ignoring the accuser/victims and their families.

The extent of the damage to the accuser/victims of sexual misconduct will vary from person to person, and is influenced by such factors as the degree or severity of abuse, the age and emotional condition of the victim, human dynamics, and the importance of one's religious faith. The governing body, entity, and response management team is to assume in all cases that the accuser/victim has been wounded by the experience.

Feelings of guilt, shame, anger, mistrust, lowered self-esteem, unworthiness, and feelings of alienation from God, self, the religious community, and family are frequent injuries suffered by accuser/victims. It is important for the RCT to be sensitive to the victim's pain and need for healing, and to act by making appropriate pastoral care available.

The following are some of the needs of the accuser/victim:

To Be Heard and Taken Seriously

From the time that the accuser/victim is first able to indicate that sexual misconduct has occurred, that person should receive immediate attention and serious consideration from all church representatives.

To Receive Pastoral and Therapeutic Support

The accuser/victim may require spiritual and professional assistance as a result of sexual misconduct. The RCT should offer to help arrange for such support from a pastor and therapist, if the accuser/victim desires. Discussions with such people would be confidential, privileged conversations.

To Be Informed About Church Process and Progress With Regard To the Accusation

One member of the RCT should be the church contact person for the accuser/victim. Frequently, this contact person will give the accuser/victim information as to what is happening in the church as a result of the accusation.

To Receive Legal Advice

The RCT should suggest that the accuser/victim might benefit from independent legal advice. (Legitimate claims might be more effectively pursued and flimsy or false claims discouraged.) If requested, the RCT should suggest ways in which independent legal advice can be obtained.

To Be Assured of An Advocate of One's Own Choosing

An accuser/victim may need continuing moral support from one individual who is present while the church process deals with the accusation. This advocate may be a relative, friend, or someone suggested by the RCT. This advocate could speak for the accuser/victim, if necessary.

To Receive Restitution

The accuser/victim may simply wish to report sexual misconduct but often some form of restitution is wanted. The RCT can suggest that the accuser/victim work out with the individual's pastor or therapist exactly what restitution is sought - for instance, financial compensation, removal from office of the accused, admission and apology from the accused, etc.

To Be Assured That Justice Will Be Pursued

The accuser/victim needs to be told by the RCT, and shown by the processes of the church, that justice is being pursued through fact finding, truth telling, confrontation, and agreement which may include removal or temporary exclusion of the accused from office or adjudication of the complaint.

To Receive Healing and Reconciliation

In addition to specific forms of restitution mentioned above, the accuser/victim needs to receive a sense of healing and reconciliation with all concerned - the self, the family, the church, and ideally, the accused. The RCT can help bring this about using the church's processes and resources. While the above are needs of the accuser/victim, one recognizes that all of these needs may also not be met through a reasonable handling of a specific case, but may only occur over a lengthier period of time. All of these needs, however, should be taken seriously and compassionately, and the rights of the accuser/victim respected.

B. The Needs of the Accused

The governing body or entity shall offer treatment and care for the accused as well as alleged victims and families. If the accused is a minister, this is the responsibility of the Committee on Ministry. (G-11.0501)

Feelings of guilt, shame, anger, mistrust, lowered self esteem, depression, unworthiness, and feelings of alienation from God, self, the religious community, and family are often experienced by the accused. In addition, there may be fear of job loss, incarceration, and indignation if an allegation is false.

When a person is acquitted of charges, it is important for the governing body or entity to see that the acquittal is disseminated as widely as possible within their power, unless doing so would further injure the person falsely accused.

A church member or officer accused of sexual misconduct (the accused) usually has need of the following under this policy and its procedures document:

Information About the Charges

When an allegation of sexual misconduct has been received by the RCT, it may notify the accused of the allegations. If the Team does notify the accused, it shall do so in writing and may advise the accused to have no further contact of any sort with the accuser, the victim, or the victim's family. It shall warn the accused that any statements made to the Team may be used against the accused in later proceedings.

If the Team does contact the accused in writing of the allegations, it should explain the process used by the governing body when an allegation of sexual misconduct has been made and the options available to the accused. It shall recommend that the accused seek legal advice immediately since the allegation could result in church discipline or civil or criminal court action.

Later, if the allegation proceeds to the initiation of a disciplinary case, provisions of the Rules of Discipline, Chapter VII, Disciplinary Cases, shall be followed.

Legal Advice and Assistance

The accused may seek legal advice from any source, but it should be noted that in church disciplinary or remedial cases "no person shall act as counsel who is not a member of the Presbyterian Church (U. S. A.)" (D-8.1000)

Stated Clerks should maintain a list of Presbyterian lawyers who are willing to consider representing parties in church disciplinary cases.

The accused is responsible for his or her attorney fees but, if an allegation proceeds to the initiation of a disciplinary case and the accused is unable to employ counsel, the accused may request appointment of counsel under the provisions of D-8.1000b.

Personal Care

Whether the allegations about the accused are eventually found to be true or not, the accused deserves to be treated with Christian kindness and respect.

In addition to recommending that the accused seek legal advice, the RCT may suggest that the accused seek spiritual support or professional counseling with someone whose conversations would be recognized by courts as confidential and privileged communication. The Team may suggest names of impartial clergy or therapists to the accused, but should not itself engage in counseling because their conversations would not be confidential and will actually be reported to others. People in staff positions, such as presbytery executives or stated clerks, should not engage in personal counseling of the accused because of their potential involvement in disciplinary process.

Assistance in Relating to Session and Congregation

When an allegation of sexual misconduct is made against a minister, the congregation is often aware of a problem. Rumors fly despite attempts at confidentiality. This is particularly true if disciplinary process is initiated.

In all contact with the accused, care must be taken that his or her rights to fair procedures under the Book of Order will not be violated. Before each and every conference with the accused, the Committee on Ministry shall inform the accused of the right to remain silent and to be represented by counsel (G-11.0502 j, D-7.0900). It has authority to do so under G-11.0502i and G-11.0502j, but both the Committee on Ministry and the RCT, as part of the electing government body, must be careful to "take no further action on the case" themselves if the matter has been transmitted to a permanent judicial commission. (D-4.0200,2c) At present, there is no constitutional prohibition against presbytery taking necessary action in matters which are affected by the case as long as presbytery does not intrude upon the case itself.

Each situation will be different, requiring tailor-made assistance by the Committee on Ministry. The RCT may alert the Committee on Ministry initially to the anticipated needs of a particular congregation and recommend expert resources. The Team itself should not become directly involved with the session or congregation.

Economic Security and Care For Family of Accused

When an allegation of sexual misconduct has been made against a minister, the economic security of the accused is directly threatened, along with reputation, career, and family relationships. Again, the Committee on Ministry can be of assistance.

The RCT may alert the Committee on Ministry to the possible spiritual, emotional, and financial needs of the family of the accused and recommend expert resources. The RCT should not itself become personally involved with trying to meet these needs.

C. The Needs of a Congregation in a Context of Sexual Misconduct

The governing body, employing entity, and RCT should be aware of the problems a congregation or employing entity may experience following allegations of sexual misconduct by a minister, employee, or volunteer. The allegations may polarize the congregation or organization, damage morale, create serious internal problems, and even limit the trust a congregation may place in succeeding pastors. Efforts should be taken to recognize and identify the problems and heal any damage that may be done to the congregation or organization.

When there is sexual misconduct on the part of a minister, non-ordained staff, or volunteer in a particular congregation, a number of needs unique to that congregation will emerge since sexual misconduct impacts congregations in different ways. Therefore, these needs will not necessarily emerge in the same sequence in each situation. Depending on the parties involved in the sexual misconduct, some of the needs may not emerge. In any event, those managing the church's response to the sexual misconduct will want to know that the following needs may emerge:

Pastoral Care

Members and staff of the congregation will need pastoral care. If it is the pastor who is involved in the sexual misconduct, care will need to be provided by another member of the ordained staff (if the church is a multiple staff church) or by a trained interim pastor. If the pastor leaves as a result of sexual misconduct, in extreme cases a trained interim pastor or consultant in sexual misconduct may need to work with the congregation for an extended period of time.

If it is not a pastor who is involved in the sexual misconduct, then the pastor will provide the needed care for the congregation. The pastor, if not previously trained in this specialty area, will need to consult with denominational specialists who will advise him or her how to proceed and any anticipated problems.

Information About the Case

Members of the congregation will need opportunities both to receive and give information. If a case of sexual misconduct becomes a matter of public knowledge within a congregation and if a pastor has been found guilty of sexual misconduct, the interim pastor or consultant may hold appropriate meetings with individuals, small groups, or with the whole congregation. Such meetings should provide information about sexual misconduct in general, Presbyterian polity and our judicial process, and how others who may have been victimized may be heard and ministered to. If the offender is not the pastor, then the pastor may perform these functions. At such meetings, one may expect members to vent their feelings. An opportunity for this to happen should be provided. If this venting does not take place, then it may create serious problems for the future of the congregation, for future pastors and for the governing body. Dynamics may differ somewhat in racial ethnic churches but no empirical studies have yet demonstrated different dynamics.

Resource Persons

In light of the above needs, the following are several resource persons whose services would be valuable to a congregation in the context of sexual misconduct: a trained interim pastor, a Committee on Ministry representative knowledgeable in polity and the effects of sexual misconduct in the church, a consultant or therapist with knowledge and experience in dealing with sexual misconduct, an attorney who can discuss legal aspects of a case, an insurance agent who can advise the congregation about their exposure to liability or coverage.

D. The Needs of an Employing Entity in Cases of Sexual Misconduct

The governing body, employing entity, and RCT should be aware of the problems a congregation or employing entity may experience following allegations of sexual misconduct by a minister, employee, or volunteer. The allegations may polarize the congregation or organization, damage morale, create serious internal problems and even limit the trust a congregation may place in succeeding pastors. Efforts should be taken to recognize and identify the problems and heal the damage done to the congregation or organization.

The "Employing Entity" is understood to include the session, the presbytery, the synod, a General Assembly entity, or a Presbyterian institution such as a seminary, school, or hospital.

The employing entity will need:

Good Employment Procedures

Any of these employers should already have established, detailed employment procedures. Such procedures include reference checking prior to employment, a clearly defined grievance process, regular reviews of performance, and confidential channels whereby employees can voice concerns or apprehensions. It would be advisable to have legal advice as these procedures are developed, or legal review of those already in place.

All employees should be given an employee handbook which would include a section on sexual misconduct - its definition and the appropriate action to take when it occurs.

Clear Reporting Mechanisms and Legal Information

The channels of reporting need to be made clear. If the accused is the accuser/victim's supervisor, then there must be an alternative route to follow when reporting an alleged incident.

If the employer has a large number of employees, a formal orientation to the work place would be important. At the time of the orientation, definitions of sexual misconduct and reporting procedures needs to be described, along with the misconduct consequences of which should be outlined in the personnel policies.

Provisions for Counseling

The personnel practices should include provision for pastoral or therapeutic counseling for accuser/victims and others. The budget of the institution needs to provide at least partial coverage of counseling costs.

Provisions for Legal Costs

Employer should develop a reserve fund for legal costs should there be a need to either prosecute or defend a case in church or civil courts.

Resource Person

The employer needs to have help from personnel experts, legal experts, pastoral counselors, and financial consultants. Presbyteries could locate these resources and make them known to sessions.

E. The Needs of a Governing Body

A governing body (to be distinguished from the employing entity or the congregation in which sexual misconduct is alleged) has special needs and responsibilities as well. These include:

Clearly Established Sexual Misconduct Policy and Its Procedures

It is the responsibility of the governing body to establish policy and its procedures governing cases of sexual misconduct in that jurisdiction. Allegations of sexual misconduct should be handled immediately, regardless of whether a written statement has been submitted in accordance with D-7.0300. The RCT described in this policy and its procedures is recommended as the way to respond to allegations. The procedure to be followed should be established and made known in advance of any complaints.

One of the more difficult questions faced by a Presbytery or Synod is whether an ordained minister should be placed on temporary administrative leave pending the resolution of allegations of sexual misconduct. A policy governing such leaves of absence should be adopted and followed carefully.

Legal Advice

The governing body may need competent legal counsel, particularly if allegations lead to judicial proceedings either under the Book of Order or in civil court. The attorney should be a Presbyterian familiar with Presbyterian polity (since the Book of Order requires that lead counsel before a Permanent Judicial Commission be a Presbyterian), civil procedure, and the legal issues found in sexual tort, sexual harassment, and child abuse cases.

Risk Management Advice and Liability Insurance

A governing body may face liability awards in cases of sexual misconduct occurring within its jurisdiction. It is imperative that liability insurance which covers such occurrences be obtained, and representatives of the governing body should consult frequently with insurance carriers regarding risk management procedures.

Education

Elected and appointed officials of the governing body are very likely to be the ones who receive initial reports of sexual abuse within its jurisdiction. These persons should receive competent in-service training and education about the nature of such cases, together with careful preparation regarding the requirements of due process under the Book of Order.

An Established Procedure

When a written statement of an alleged offense has been submitted to the clerk of session or stated Clerk of a governing body in accordance with D-7.0300, preliminary procedures in a disciplinary case begins automatically. (See Chapter VII, Rules of Discipline.)

A governing body should provide an established procedure when a situation occurs where a person either does not know how to or is not willing to file a written statement of an alleged offense to the clerk. Governing bodies are urged to use a RCT as described in this paper.

APPENDIX C

NON-JUDICIAL SOLUTIONS

Alternatives to Judicial Process

Non-judicial dispute resolution processes are widely and successfully used in private conflicts as well as in civil and criminal cases. (See, for example, Section 18.03, Personnel Policies of the General Assembly, PCUSA.) Religious bodies have served as valuable allies in the development of these alternatives, providing both incentive and resources for dispute resolution programs.

When allegations of sexual misconduct in the church are made, it may sometimes be appropriate to resolve the matter without recourse to judicial process under the *Book of Order*. If such alternatives are pursued, however, it is essential that the matter be handled with full regard for the interests and rights of all affected parties.

Alternatives to judicial process may include:

1. Arbitration. In the arbitration process, all parties to a conflict agree to submit the dispute to an independent person or panel to determine the best resolution. In a sexual misconduct case, the arbitrator should be someone with extensive experience in non-judicial arbitration who is also familiar with Presbyterian polity. All affected parties should have the opportunity to present their case to the arbitrator, and the arbitrator's decision may be final (binding) or subject to appeal to a higher authority (non-binding) such as a disciplinary committee.

2. Negotiation. In the negotiation process, advocates for the parties to a conflict are responsible for working out a solution which effectively resolves all issues and which protects the interests of all parties. In some cases, an individual may successfully represent his or her own interests rather than having an advocate, but this is rarely advisable. Again, for a negotiated settlement to be successful, all parties affected by the dispute should be represented in the negotiation and all issues should be resolved.

3. Mediation. In the mediation process, the parties to a conflict are enabled through the assistance of a mediator to work out their own agreement for resolving the dispute. Mediation differs from both arbitration and negotiation in that the power to make the final decisions is retained by the parties themselves. The successful outcome of a mediation is a function (among other things) of the willingness and ability of the parties to reach agreement *and* the creativity of the mediator in helping to shape that agreement in the interests of all concerned. A critical role of the mediator is the establishment and maintenance of a power balance between the parties during the mediation process.

4. Dismissal of Charges or Allegations. While not technically a dispute resolution process, dismissing or dropping the charges may sometimes be a way to resolve an allegation. This may happen because the charges are determined to be false or insignificant, or because the costs (financial or otherwise) of pursuing the charges are too high. For a dismissal to be effective, all parties must agree to it and all significant disputes should be set aside. Dismissal without this will very likely lead to continuing conflict and further damage to the parties and the church.

These processes (except for final dismissal) are not mutually exclusive, and the failure of one process may lead to another. (For example, if mediation fails, the persons may decide to try negotiation by their advocates; if that fails, private arbitration could follow.) All the methods have strengths and weaknesses, depending on the nature of the conflict and the persons involved. In every method, the assistance of skilled professionals and adherence to professional standards are critical. The protection of confidentiality, common agreement regarding the admissibility or inadmissibility of evidence obtained in the process, and guarantees of the due process rights of all persons are essential.

In the context of sexual misconduct in the church, the use of an alternative process may be in the best interest of the parties and the church. The success of the process, however, will be dependent upon many significant factors, including the degree and kind of injury suffered; the willingness of all parties to work to heal or remedy that injury; the resources available to assist the processes of healing; the expertise of the arbitrators, mediators, or other persons involved in facilitating the process; and the quality of the resolutions agreed upon. Informal or secret agreements which do not address all issues or meet the concerns of all parties are not in the best interest of the church.

APPENDIX D

RISK MANAGEMENT

A. Implementation

Salem Presbytery urges all of its churches and related entities to establish policies, procedures, and practices related to sexual misconduct. Sessions and entities are to take appropriate steps to inform member, employees, volunteers, and students of the standards of conduct and the procedures for effective response when receiving a report of sexual misconduct. Presbytery, sessions, and entities are reminded of their duty to cooperate with secular authorities in the investigation and prosecution of violations of law.

In part the structures and procedures for responding to allegations of sexual misconduct are mandated by the Book of Order, such as the roles of the Committee on Ministry and the Special Disciplinary Committee (see G-11.0502 and D-7.0800). When child sexual abuse or other misconduct that violates criminal laws is alleged, the secular authorities will immediately take control of the investigation and disposition of charges against the accused. Governing bodies and entities must cooperate with secular authorities in any secular investigation of sexual misconduct. The governing body or entity has a duty to make its inquiry and enforce disciplinary procedures if warranted when it can be done without interfering with the secular authority or in cases when civil authorities have dropped action in the case.

Response to complaints of sexual misconduct in the course of employment will be governed by the governing body's or entity's existing personnel policy. The same allegations may also result in charges filed against a church member or minister under the Rules of Discipline, and may lead to temporary or permanent removal from membership or office.

Implementation of this policy will encourage Salem Presbytery, sessions, and their entities to adopt educational programs to prevent sexual misconduct and to provide training in pastoral and disciplinary procedures.

B. Liability and Insurance

Salem Presbytery, sessions, and their entities can be held liable for harm caused by sexual misconduct of a minister or employee based on a number of legal theories such as negligent hiring and supervision. Salem Presbytery, sessions, and their entities must take such potential liability into consideration when establishing hiring and supervisory practices.

Salem Presbytery, sessions, and their entities should regularly inform their liability insurance carriers of the activities and programs they operate or sponsor and of the duties and responsibilities of officers, employees, and volunteers. The standard insurance policy must be enhanced by endorsements to cover specific exposures such as camps, day-care operations, shelters, or other outreach programs.

It is also recommended that Salem Presbytery, sessions, and their entities obtain an endorsement to their general liability insurance policy specifically covering sexual abuse and molestation. Such coverage may provide for legal defense expenses and judgements in civil suits brought against the organization, its officers, directors, or employees.

C. Employment Practices

1. Record Keeping

Accurate record keeping is an essential part of hiring and supervision practices. Every governing body and entity should maintain a personnel file on every employee including ministers. The file should contain the application for employment, any employment questionnaires, references, responses, and other documents related to this policy.

2. Prescreening Applicants

Governing bodies and entities are urged to establish stringent hiring practices. If an applicant is unknown to the employer, the employer should confirm the applicant's identity by requiring photographic identification such as a driver's license.

Part of pre-employment screening should include specific questions related to discovering previous complaints of sexual misconduct. Governing bodies and entities should ask persons seeking ministerial calls or employment in non-ordained positions questions such as:

a. Have you ever resigned or been terminated from a position for reasons relating to allegations of sexual misconduct by you?

b. If so, indicate the date, nature and place of these allegations, and the name, address, and telephone number of your employer at that time.

c. Have you been required to receive professional treatment, physical or psychological, for reasons related to sexual misconduct to you?

d. If so, please give a short description of the treatment including the date, nature or treatment, place and name, address and telephone number of the treating physician or other professional.

A sample employment questionnaire is attached as Exhibit A for adaptation by governing bodies and entities. The questions included in this sample may be integrated into a standard employment questionnaire along with other necessary questions.

3. References

Salem Presbytery, sessions or their entities are responsible for contacting references for prospective ministers, employees, or volunteers. A written record of conversations or correspondence with references should be kept in the minister's/employee's personnel file. (See Exhibit B for a sample reference form.)

In dealing with ministers when transferring from one position to another in the matter of sexual misconduct clearance, the governing body could assume responsibility for previous employer reference checks through the synod executive, executive presbyter, or to the authorized persons who would report to the Committee on Ministry or Committee on Preparation for Ministry either that there had been no reported sexual misconduct or that the committee should inquire into reported sexual misconduct.

The person within the governing body or entity authorized to give a reference is obligated to give truthful information regarding allegations, inquiries, and administrative or disciplinary action related to sexual misconduct of the applicant.

Applicants should be informed of negative comments regarding sexual misconduct and shall be given an opportunity to submit additional references or to give other evidence to correct or respond to harmful information obtained from a reference.

D. Distribution

Copies of this policy and its procedures shall be distributed to all governing body and entity offices and shall be distributed to all employees and volunteers, and be available to all church members. It is intended for use by church members, church officers, employees, and volunteers. This policy and its procedures shall be made available to persons who accuse others of misconduct, including those who are or claim to be victims of sexual misconduct and their families. This policy and its procedures will be available to those serving on Special Disciplinary Committees, Committees on Ministry, Committees on Preparation for Ministry, and Response Coordination Teams.

Upon receipt of this policy and its procedures, personnel in high-risk occupations must sign a written acknowledgement of receipt (Exhibit C). This acknowledgement shall be kept in the person's personnel file.

E. Volunteers

While these guidelines are intended for volunteers, no requirement for screening and applications is usually applied. The increase of litigation requires that local churches do a better job of screening and supervising unpaid volunteers. If the volunteer is new or unknown to your church, some information checking may be wise before allowing him/her to work in high-risk positions such as youth advisor, children's workers, lay counselor, boy or girl scout, or camp counselors.

Sample Exhibits and Forms for Implementation

Sample Exhibit A

This is a sample employment questionnaire. In addition to the usual questions one finds on an employment questionnaire, the Writing Team has added certifications and releases that focus on past incidents of sexual misconduct. All entities are urged to have this or any substitute form they design examined by their legal counsel before using it.

Sample Employment Questionnaire

Name: ____
Last   First   Middle
Address: ____
Street
____
City   State   Zip

Business Phone: _______________ Home Phone: _______________
Have you ever been known by any other name? ___ Yes ___ No
If yes, please provide other name(s): _______________
EMPLOYMENT RECORD (List current and previous employers for the last five years)
Employed by: ______________________________
Address: ______________________________
City, State, Zip: ______________________________
Your Supervisor: _______________ Phone: _______________
Supervisor's Title: ______________________________
Employed from (month/year) ___________ to (month/year) ___________
Why did you leave? ______________________________
Employed by: ______________________________
Address: ______________________________
City, State, Zip: ______________________________
Your Supervisor: _______________ Phone: _______________
Supervisor's Title: ______________________________
Employed from (month/year) ___________ to (month/year) ___________
Why did you leave? ______________________________
Employed by: ______________________________
Address: ______________________________
City, State, Zip: ______________________________
Your Supervisor: _______________ Phone: _______________
Supervisor's Title: ______________________________
Employed from (month/year) ___________ to (month/year) ___________
Why did you leave? ______________________________

Sample Employment Questionnaire (Continued)

Please complete the following certification:

I certify that (a) no civil, criminal, ecclesiastical complaint has ever been sustained or is pending against me for sexual misconduct; (b) I have never resigned or been terminated from a position for reasons related to sexual misconduct.

Signature	Date

NOTE: If you are unable to make the above certification you may instead give in the space provided a description of the complaint, termination, or the outcome of the situation and any explanatory comments you care to add.

Sample Employment Questionnaire (Continued)

Release

The information contained in this questionnaire is accurate to the best of my knowledge and may be verified by the employing entity. I hereby authorize (Name of Employing Entity) ____ to make any and all contacts necessary to verify my prior employment history, and to inquire concerning any criminal records or any judicial proceedings involving me as a defendant. By means of this release I also authorize any previous employer and any law enforcement agencies or judicial authorities to release any and all requested relevant information to the (Name of Employing Entity) ____.

I have read this release and understand fully that the information obtained may be used to deny me employment or any other type of position from the employing entity. I also agree that I will hold harmless the employing entity or judicial authority from any and all claims, liabilities, and cause of action for the legitimate release or use of any information.

____
Signature

____
Witness

____
Witness

Sample Exhibit B

This is a sample form which may be used to keep a record of all face to face or telephone reference checks. Additions which have to do with sexual misconduct or child abuse may be needed by the entity to justify to a court of law that they have done reasonable and prudent screening before hiring a person for a position within that entity.

CONFIDENTIAL

Employment Reference

1. Name of applicant: ______________________________

2. Reference or church contacted (if a church, identify both the church and person contacted):

____

____

3. Date and time of contact: __________________________

4. Person contacting the reference or church: ____________

5. Method of contact (phone, letter, personal conversation):

____

____

6. Summary of conversation (summarize the reference's remarks concerning the applicant's fitness and suitability for the position, any convictions for or actions pending related to sexual misconduct, sexual harassment or child abuse):

____

____

____

____

____

Name Title

____

Signature Date

Sample Exhibit C

This is a sample designed to implement the sexual misconduct policy. It is necessary that all employees acknowledge being in receipt of the sexual misconduct policy. The policy provides protection and empowerment for the employee.

FORM FOR IMPLEMENTING POLICY OF SEXUAL MISCONDUCT

ACKNOWLEDGEMENT OF RECEIPT

I hereby acknowledge that I received on ______________________ (date), a copy of the "Policy and Its Procedures on Sexual Misconduct of the Presbyterian Church (U.S.A.)" dated ____________ that I have read the policy, understand its meaning, and agree to conduct myself in accordance with the policy.

____
Signature

A similar acknowledgement should be signed at the time amendments to the policy are made and distributed.

Sample Exhibit D

This exhibit provides entities with a sample Report of Suspected Sexual Misconduct. It provides space for the names, addresses, and telephone numbers of accuser/victims, the accused, possible witnesses and others involved. It also provides space for a description of the offending behavior as well as other pertinent information. This form or a revision of it should be filed with the appropriate supervisor, office, or administrator of an entity who is required to file this with the constituting authority or its Response Coordination Team. (See section on Subsequent Reporting in this policy and its procedures.)

Report of Suspected Sexual Misconduct

Reported by:

____
Name Title

____
Address

____
City, State, and Zip Code

____
Telephone

Date of Report: ______________________________

Person suspected of misconduct:

____
Name Title

____
Address

____
City, State, and Zip Code

____
Telephone

Other person(s) involved (witness or victims):

____
Name Title

____
Age Sex

____
Address

____
City, State, and Zip Code

____
Telephone

Sample Exhibit D-2

Report of Suspected Sexual Misconduct

Describe incident(s) of suspected sexual misconduct, including date(s), time(s), and location(s):

____

____

____

____

____

____

Identify eyewitnesses to the incident, including names, addresses and telephone numbers, where available:

____

____

____

____

____

____

Other information which may be helpful to the investigation:

____

____

____

____

____

____

____

```
CHANGES IN TERMS OF CALL          DATE: 06-14-1993    PAGE:
NAME:                              CHURCH:                LOCATION:
Robert (Bob) Cleveland             Pittsboro / 50% time Pittsboro
------------------------------------------------------------------
    5736.00    Salary                       4236.35 Pension/Medical
     877.61    Social Security               289.00 Continuing Ed.
    5736.00    Housing All.                 1365.00 Auto. Expense
               Fur. & Util. Allow.
                        Tax Des.            4 weeks Vacation
                                            2 weeks Study Leave
   12349.61    Total Compensation          18239.96 Total Cost To Church
------------------------------------------------------------------

NAME:                              CHURCH:                LOCATION:
Franklin     Dew                   New Creation Comm.     Greensboro
------------------------------------------------------------------
   21000.00    Salary                       8204.00 Pension/Medical
               Social Security               600.00 Continuing Ed.
    8300.00    Housing All.                 1500.00 Auto. Expense
               Fur. & Util. Allow.
                        Tax Des.            4 weeks Vacation
                                            2 weeks Study Leave
   29300.00    Total Compensation          39604.00 Total Cost To Church
------------------------------------------------------------------

NAME:                              CHURCH:                LOCATION:
Sherron      George                Missionary             Brazil
------------------------------------------------------------------
   25491.00    Salary                       8615.95 Pension/Medical
               Social Security                      Continuing Ed.
               Housing All.                         Auto. Expense
               Fur. & Util. Allow.
HOUSING                 Tax Des.                    Vacation
               housing all. in sal.                 Study Leave
   25491.00    Total Compensation          34106.95 Total Cost To Church
------------------------------------------------------------------

NAME:                              CHURCH:                LOCATION:
Paul         Ridolfi               First                  Mount Airy
------------------------------------------------------------------
   24962.00    Salary                      12421.00 Pension/Medical
    3400.00    Social Security              1100.00 Continuing Ed.
   16000.00    Housing All.                 3600.00 Auto. Expense
               Fur. & Util. Allow.
               (7,000)  Tax Des.            4 weeks Vacation
                                            2 weeks Study Leave
   44362.00    Total Compensation          61483.00 Total Cost To Church
------------------------------------------------------------------
```

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CHANGES IN TERMS OF CALL          DATE: 06-14-1993     PAGE:
NAME:                                CHURCH:                   LOCATION:
Samuel        Stevenson              Grace                     Winston-Salem
---------------------------------------------------------------------------
    13855.00   Salary                              8848.18 Pension/Medical
     2245.66   Social Security                      550.00 Continuing Ed.
    15500.00   Housing All.                        2800.00 Auto. Expense
               Fur. & Util. Allow.
                           Tax Des.               4 weeks Vacation
                                                  2 weeks Study Leave
    31600.66   Total Compensation                 43798.84 Total Cost To Church
---------------------------------------------------------------------------

NAME:                                CHURCH:                   LOCATION:
James         Wilson, Jr.            Sedgefield                Greensboro
---------------------------------------------------------------------------
    26190.00   Salary                             12617.00 Pension/Medical
               Social Security                     1000.00 Continuing Ed.
    14000.00   Housing All.                        3500.00 Auto. Expense
               Fur. & Util. Allow.
                           Tax Des.               4 weeks Vacation
                                                  2 weeks Study Leave
    40190.00   Total Compensation                 57307.00 Total Cost To Church
---------------------------------------------------------------------------
```

RECEIVING MINISTERS FROM OTHER DENOMINATIONS

1. The COM or a subcommittee of COM shall meet with a minister from another denomination interested in becoming a PCUSA minister to discover the extent of their PCUSA experience and the reasons why that person wants to change denominations. If the experience and reasons are acceptable, it shall be determined whether the denomination is in correspondence with the PCUSA. If not, then proceed with #2. If so, proceed with #3. Upon receiving request from the minister to be received as a member of Salem Presbytery, a peer/mentor relationship shall be established by the COM.

2. An inquiry should be placed in the care of the Committee on Preparation For Ministry for appropriate testing, study and experience before COPM recommends to COM that the person is ready for a call. Such testing includes:

   a. Evidence of a baccalaureate degree or its equivalent from an accredited college or university and a theological degree from an institution requiring not less than 3 years residence. COPM reserves the right to conduct their own inquiry to deem acceptable the institution from which the theological degree was earned.

   b. Evidence of having successfully taken the standard ordination examinations of the PCUSA.

   c. Receive from prior denomination, or ordaining body, a record of ordination in good standing.

3. Receive from prior denomination a record of ordination in good standing. Ordinarily, a record of successful completion of the ordination exams is required. Exceptions may be made for particular expertise in one or more areas covered by the ordination exams.

4. All ministers from other denominations shall get permission from the COM in order to circulate his/her PIF among churches in Salem Presbytery.

5. The COM, with the Examinations Committee, shall examine the minister in order to discover awareness of racial and gender diversity.

6. With the Examinations Committee, the COM shall examine the minister on Christian faith and on views in theology, the authority of scripture, the sacraments and the system of government, and the Program and Mission of the Presbyterian Church (U.S.A.).

7. The COM shall approve the call and recommend that Presbytery approve the call as a call to a validated ministry.

8. Receive dismissal from the judicatory of membership, removal from rolls of former denominations and hear minister's willingness to give up all claims to ministry in that denomination. Be satisfied that the minister stands ready to affirm the ordination vows required of all ministers of the PCUSA.

9. Recommend that Presbytery recognize the minister's previous ordination to the office of minister upon the expression of the minister's acceptance of the obligation of the ordination vows required of a minister the BO, and upon accepting the obligation of the ordination vows that the minister be enrolled as a member of Presbytery.

10. Recommend that Presbytery appoint a commission to conduct a service of installation or recognition.

Unusual cases:

There may be exceptions to the above policy that lead the COM to believe that it is appropriate to recommend a minister from another denomination be received immediately for specific work. In that case it would be appropriate to use the extraordinary clause, thereby calling attention to the presbytery that this is an unusual procedure to be approved with extra care.

POLICY STATEMENT

SALEM PRESBYTERY

AFFIRMATIVE ACTION EQUAL EMPLOYMENT OPPORTUNITY POLICY FOR CALLING PASTORS WITHIN SALEM PRESBYTERY

There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus." (Gal. 3:28)

As a fundamental policy and for the integrity of its witness to our Lord Jesus Christ, Salem Presbytery agrees to furnish to every qualified person and to all persons who may become qualified for employment, equal and just consideration. We agree to act in such fashion that the principles articulated in the Book of Order of the Presbyterian Church (U.S.A.), and particularly in G-11.0502, G-4.0400 and G-13.0201, may be realized in the process by which pastors are called to serve within our jurisdiction. We agree that in each procedure for the filling of any pastoral position, no one, either negligently or deliberately, will be excluded from consideration because of their race, ethnic origin, sex, age, marital status, or disabilities.

The Presbytery directs its Committee on Ministry to urge each congregation and employing agency within its jurisdiction to earnestly and fairly consider all candidates. While we respect the Principles of the Constitution and acknowledge that no congregation or employing agency shall be forced to accept leadership which it has not voted to accept (G-1.0306), we urge that possible candidates include women and those who belong to Racial/Ethnic categories other than the majority of the congregation.

MODERATORS

The Presbytery instructs the Committee on Ministry to advocate the use of women and Racial/Ethnic clergy to serve as the moderators and/or stated supplies when churches have no installed pastor.

PULPIT SUPPLIES

The Committee on Ministry shall urge Sessions to invite women and Racial/Ethnic persons to serve as interim and temporary supplies; to lead worship frequently; and to preach when their church has no installed pastor; and shall provide names of such as are available to serve.

CONSULTATION WITH SESSIONS

This Policy will be discussed with each session whenever their congregation is without an installed pastor or Presbytery appointed supply pastor and their response will be recorded in their minutes. Notice of the discussion and content of the response shall be forwarded to the Presbytery's Committee on Ministry.

CHURCH INFORMATION FORM AND CONSULTATION WITH PASTOR NOMINATING COMMITTEES

Discussion of the policy shall be a part of the training of each PNC. The Committee on Ministry shall carefully note the responses regarding Equal Employment Opportunity on the Church Information Form or within the Position Description. If the responses appear incompatible with this policy, the Committee on Ministry shall require a further consultation between its representative and the Pastor Nominating Committee with regard to this matter.

The chairperson of the Pastor Nominating Committee shall attest that the consultation has occurred to the Chairperson of the Committee on Ministry. Only upon approval of the Committee on Ministry shall the Church Information Form be forwarded to the Church Vocations Ministry Unit.

CLEARANCE

The Committee on Ministry shall satisfy itself that each particular Pastor Nominating Committee has seriously and fairly considered all candidates and that none have been excluded from consideration because of disregard for this policy.

PRESBYTERY ACTION

The Committee on Ministry shall report to the Presbytery in relation to each particular call that the constitutional requirements, specifically those cited in this policy statement, have been fulfilled by the calling agency and the pastor Nominating Committee before presbytery concurs with that call.

PRESBYTERY RECORD

The Stated Clerk of the Presbytery shall record in the Minutes of the presbytery that the procedures described in this policy has occurred.

APPENDIX I

1994 MINIMUM SALARY FIGURES

	FULL-TIME (48 HRS)	3/4 TIME (36 HRS)	1/2 TIME (24 HRS)	1/4 TIME (12 HRS)
SALARY IF MANSE PROVIDED*	$17,500	$13,125	$ 8,750	$ 4,375
SALARY + HOUSING* (30% Of Salary)	$22,750	$17,063	$11,375	$ 5,688
UTILITIES (If Manse Provided)	Provided	Provided	Provided	Provided
SOCIAL SECURITY COMPENSATION (7.65% of Salary & Housing)	$ 1,740	$ 1,305	$ 870	$ 435
TOTAL COMPENSATION TO THE MINISTER	**$24,490**	**$18,368**	**$12,245**	**$ 6,123**
PENSION (12% of Total Comp.) & MAJOR MEDICAL INSURANCE (16% of Total Comp.)	$ 6,857	$ 5,143	$ 3,693	$ 3,693
AUTOMOBILE EXPENSE	$ 2,800	$ 2,100	$ 1,400	$ 700
CONTINUING EDUCATION & BOOK ALLOWANCE	$ 550	$ 413	$ 275	$ 136
FOUR WEEKS VACATION	Provided	Provided	Provided	Provided
TWO WEEKS STUDY LEAVE	Provided	Provided	Provided	Provided
MOVING EXPENSES	Provided	Provided	Provided	Provided
AT LEAST ONE DAY OFF PER WEEK	Provided	Provided	Provided	Provided
TWO MONTHS MATERNITY LEAVE WITH FULL PAY	Provided	Provided	Provided	Provided
TOTAL COST TO THE CHURCH	**$34,698**	**$26,024**	**$17,614**	**$10,652**

Calculations are based on the Presbytery's "1993 Minimum Salary Figures"

* $100 SHOULD BE ADDED TO THIS FIGURE FOR EACH YEAR OF EXPERIENCE, UP TO 10 YEARS.

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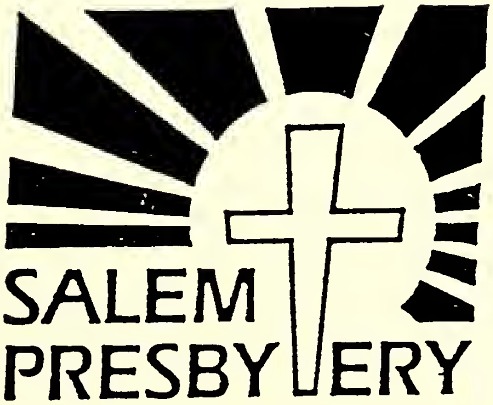

TWENTIETH STATED MEETING
PROSPECT PRESBYTERIAN CHURCH
MOORESVILLE, NORTH CAROLINA
October 26, 1993

CALLED MEETING
FIRST PRESBYTERIAN CHURCH
WINSTON-SALEM, NORTH CAROLINA
November 13, 1993

MINUTES OF

SALEM PRESBYTERY

TWENTIETH STATED MEETING
PROSPECT PRESBYTERIAN CHURCH
MOORESVILLE, NORTH CAROLINA

October 26, 1993

OFFICERS

Moderator	Cynthia R. Higgins
Moderator-in-Nomination	W. Erwin Fuller, Jr.
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Congregational Life	Hewon Han
Associate Presbyter for Care and Development of Leadership	A. Michael Warren
Hunger Action Enabler	Catherine J. Reed
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Suzy Marion
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Judy Brock
Secretary	Cynthia Downing

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (919) 766-3393

TWENTIETH STATED MEETING

MINUTES OF SALEM PRESBYTERY

PROSPECT PRESBYTERIAN CHURCH

MOORESVILLE, NORTH CAROLINA

October 26, 1993

The Twentieth Stated Meeting of Salem Presbytery was called to order by Moderator Cynthia R. Higgins at 9:00 a.m., Tuesday, October 26, 1993, in the Prospect Presbyterian Church in Mooresville, North Carolina. The opening prayer was led by the Moderator.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

ENROLLMENT

Commissioners		Administrative Staff	
Elders	132	Non-Commissioners	2
Ministers	123		
		Visitors	55
Corresponding Members			
Ministers	1	Total Enrollment	321
Church Educators	8		

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., George W. Alexander, Jr., Jonathan C. Barker, Shawn E. Barkley, Jesse W. Bledsoe, Ronald L. Bowie, John C. Brearley, Robert A. Bryant, Malcolm M. Bullock, David M. Cameron, George C. Carpenter, Charles R. Carter, M. Gray Clark, Robert Cleveland, Frederick A. H. Coates, Frank C. Collier, O. Leighton Culler, Dale W. Davidson, Max E. Deal, James A. Dickens, Barbara E. Dua, Carl W. Dumford, Christopher F. East, John E. Eliason, Stewart E. Ellis, Robert C. Evans, III, Dusty K. Fiedler, Robert A. Fiedler, James T. Frazier, Elijah B. Freeman, Robert O. Freeman.

G-M

Robert M. Gant, Jr., Philip R. Gehman, James H. Grant, Jr., Lucius A. Gray, John M. Handley, Holly Diane Hayes, William C. Hayes, James Henderson, Margret L. Henderson, Robert W. Henderson, David L. Henry, Robert W. Herron, Cynthia R. Higgins, Z. N. Holler, Fredrick R. Horner, Robert M. Howard, Joanne R. Hull, Stephen A. Hundley, Guy W. Hunt, Jr., George Hunter, Ann B. Jahnes, Robert S. Jeffords, Henry J. Keating, J. David Kivett, William R. Knox, Morton Kurtz, Donald E. Lannon, William F. Lawrence, Jr., James E. Layman, David T. Lee-Andrews, David Leininger, Robert M. Lewis, S. Edwin Lewis, Ivan W. Lowery, Wilkes d. Macaulay, Robert M. Matthews, Stephen P. McCutchan, Charles McKee, William S. Metzel, Judson J. Milam, John L. Milholland, E. Thomas Miller, James F. Miller, James A. Mitcham, Molly Dotson Morgan, Allen E. Morrison, William H. Morrison, Stephen A. Moss, Lisa Mullen, George H. Murray, IV.

N-Z

J. Herbert Nelson, Lisa T. Nelson, S. Curtis Patterson, Jamie Bibee Pharr, Michael J. Poulos, Catherine J. Reed, Marie P. Reed, William C. Rhodes, Jr., Raymond Riddleberger, Paul N. Ridolfi, James M. Rissmiller, Russell H. Ritchel, Jr., Jeannette G. Rodenbough, Paul S. Ryoo, Dennis J. Sebesan, Grant M. Sharp, A. Carter Shelley, Jerold D. Shetler, Ethel C. Simonetti, Jeffrey D. Smith, Billy F. Sosebee, Laura M. Spangler, Joe L. Spears, Rollin M. Steele, Jr., William F. Stephens, Jamie D. Stimson, Larry E. Summey, Robert R. Tolar, Jr., John G. Truitt, Jr., W. Russell Ward, Jr., A. Michael Warren, William C. Weckerly, Kellie E. Weekley, Norman M. Whitney, Sr., Stephen Wilkins, Frank C. Wilkinson, James K. Wilson, Jr., William T. Wing, Paul D. Woodall, Jr., R. Scott Woodmansee, Richard S. Wurst, Jr., Robert L. Yoder, Christopher E. Zorn.

The following Ministers asked to be excused from attendance:

Frank J. Allen, James H. Allen, Linda L. Blessing, L. Adlai Boyd, Warren C. Brannon, Janet Briscoe, Robert E. Button, Carole F. Chase, Frank M. Dew, M. Susan Dobyns, Robert J. Goforth, Hewon Han, William S. Johnston, Walter W. King, Benjamin Kirkland, Thomas K. Lane, Robert E. Lee, Paul Lindsey, Steve A. Martin, James M. Mauldin, David C. Partington, Steve M. Pharr, Joseph L. Pickard, A. B. Plexico, Phillip Justin Pogue, R. Page Shelton, Steven A. Snipes, Patricia F. Stewart, Worth N. Watts, Benjamin F. Williams, Charles Williams, J. Gordon Williams, William J. Wrenn, Jr.

The following Missionaries and Chaplains were excused:

Sherron K. George.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Lawrence W. Avent, J. Lawrence Ayers, Thomas B. Bagnal, Jr., James H. Banbury, Dwight Lee Barker, Ernest Bradford, Edwin C. Brammer, Jr., Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, William H. Chappell, L. B. Colquitt, Jr., Watt M. Cooper, Herbert H. Culler, Frank A. Davison, F. Marion Dick, C. Wayne Dixon, Norris Fellows, Roscoe B. Fisher, Charles G. Fitzpatrick, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Milton M. Foust, Samuel R. Fudge, Harold E. Fuller, Jr., Joseph M. Garrison, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, John S. Johnson, Hardin A. King, Julian Lake, William F. Long, John R. McAlpine, III, James M. McDaniel, Lacy V. McPherson, Allen C. McSween, Donald Mimbs, K. Moser Misenheimer, H. Reid Montgomery, Joseph Mullin, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, George Ploger, W. Clark Porter, III, Donald G. Price, James L. Price, Jr., John A. Redhead, Jr., Gerald N. Reiff, Lester E. Sheppard, William R. Smith, III, Thompson B. Southall, Harry S. Thomas, Robert L. Turner, William D. Varker, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Robert S. Wells, John C. Whitley, John A. Womeldorf.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

Robert R. Childs, Jr., Kermit W. Dancy, Carlton A. G. Eversley, T. McLean Faw, Jr., Larry W. Freeman, Carter B. Gillespie, Scott C. Girard, Ann I. Hoch, William Stacy Johnson, Phyllis M. H. Kort, Z. Bradford Long, J. Roger Marrow, Sam E. McGregor, Jr., Molly Dotson Morgan, Richard Osmer, Franklin L. Partridge, III, Leland A. Richardson, James T. Shields, Jerry M. Smith, Ronald A. Smith, Samuel Stevenson, John B. Talmage, Glenn C. Thomason, Rockwell P. Ward.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance C. Weldon Fields, J. Frank McAdams, Ray E. Smith, Allen Temple Margaret Cowan, Virginia Mott, First (Asheboro) Barbara Hochuli, Jan Monroe, Bethany (Graham) E. L. Thompson, Bethany (Statesville) Ronny F. Bass, Bethel John Paisley, Bethesda (Statesville) Reba McNeely, Beulah Elizabeth R. Scott, Bixby Robert W. Cornatzer, First (Boone) Carolyn L. Banzhaf, Buffalo Mark Stephen Dixon, First (Burlington) C. C. McNeely, Jr., Doane H. Warren, Calvary Steven D. Clark, Marvin Norman, Cameron Phyllis Chambers, Centre Robert V. Gibson, Clemmons Cora P. Price, Clio Adrian Dobson, Community in Christ, Presbyterian Joycelyn Beggs, Concord Rebecca Driskill, Cooleemee Herman E. Myers, Covenant Ann McKenzie, Cross Roads John H. Coble, Danbury Community Kay M. Richey, Dogwood Acres Anne Neely, First (Eden) Lyman Collins, Edward Webb Gladys Bailey, LaDonna N. McCarther, Elkin Byron Wolfe, Fieldstone LaRue M. Burleigh, Fifth Creek Roger Niblock, Flat Rock Burton Dinkins, Forest Hills Norma Jane Meadows, Forest Park Charles E. Mills, Francisco Octavia Edwards, Franklin Clyde Overcash, Freedom Dorena Stevenson.

G-M

Grace Yellock Truman, Robert Williams, Graham Robert M. Stockard, First (Greensboro) Robert M. Armfield, William D. Ditzler, W. Erwin Fuller, Jr., Milner P. Jones, Guilford Park Bob Ewalt, Jim Merritt, Gulf Ailene Ibaraki, Hawfields Edwin Scott, David Smith, First (High Point) Bill Hylton, Highland Becky Miller, Esther Preston, Immanuel Ruth Haire, Jamestown Bob Glasgow, John C. Hamil, John Calvin Peggy Wilson, First (Kernersville) Robert W. Howell, Korean First Young Sik Kim, Moon Won Suh, Lansing Lorene Powers, First (Lexington) Bob Rankin, Marian Van Zant, Second (Lexington) Frances Washburn, Lloyd Edwin L. Patterson, Elizabeth M. West, Logan Daisy Keaton, Clayton Tatum, Madison Charles Rodenbough, Mebane Laura George, First Mocksville Hank Van Hoy, First (Mooresville) Eleanor Templeton, First (Mt. Airy) Steve Taylor, Mount Tabor John Heaggans.

N-Z

New Creation Anne S. McKee, New Salem Al Leaper, North Wilkesboro Ellen Lipscomb, Perry S. Snipes, Old Providence Roy Pence, Old Town Richard E. Cain, Parkway Hervey Martin, Katie Shugart, Piedmont George Florence, First (Pilot Mountain) Jack L. Palmer, Pittsboro Richard Williamson, Presbyterian Church of the Covenant Margaret Foust, Presbyterian Church of the Cross James Kellam, Prospect Mildred Hart, Reid Memorial Leonard D. Campbell, First (Reidsville) Anne Scott, First (Salisbury) Steve Thurston, Second (Salisbury) Dorothy Ann Coble, Sedgefield Craig McIntosh, Shady Side Robert Gilchrist, Gertrude M. Reid, Shallowford Charles Rose, Siler City Buford Barrows, Sparta Betty W. Richardson, Speedwell Nori Torbert, Spencer Jonnette Perrell, St. Andrews Ernest Kryer, St. James Catherine T. Bonner, Fred Cundiff, Rosa Yourse, St. Paul (Greensboro) Walter Pharr, Starmount Bob Millen, First (Statesville) Costi Kutteh, Pat N. Stewart, Stony Creek Jim Smith, Taylorsville Summa West, Third Creek Hannah Padgett, First (Thomasville) Buck McColl, Thyatira Eleanor Wilson, Trinity (Salisbury) Ezra Gilliam, Myrtle Stevenson, Trinity (Winston-Salem) Laura M. Vance, Unity Robert F. Bost, Vandalia Nancy Cox, Wentworth Doc Sherron, Westminster (Greensboro) Bobbie Crawford, First (Winston-Salem) Cynthia Anderson, Charlotte Blount, Mack Dagenhart, Glenn Norris, James S. Price, Yadkin United Marian L. Smith, Thomas O. Vinson, Yadkinville Suzanne Thomasson, Yanceyville Thomas R. McPherson.

The following Churches were excused from having representatives at this meeting of Presbytery:

Asbury, Brentwood, Dellabrook, El Bethel, Glendale Springs, Hills, Laurel Fork, Mt. Vernon Springs, Oakland, Pine Ridge, Pleasant Grove, Sandy Ridge, Shiloh (Burlington), Tabor.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Baird's Creek, Bethesda (Ruffin), First (Boonville), Cleveland, Collinstown, Crestwood, Ebenezer, Elmwood, Fairmont, Faith, Fellowship, Glenwood, Greenwood, Griers, Hope View, Joyce, Little Joe's, Lloyd, Logan, Love Valley, Memorial, Milton, Second (Mocksville), Mt. Jefferson, Mt. Vernon, Oakview, Peak Creek, Pine Hall, Randolph, Red House, Riverview, Rumple Memorial, Shiloh (Statesville), Smyrna, Southminster, Springwood, St. Paul (High Point), Stoneville, Trinity (Elon College), Westminster (Burlington), Whispering Pines.

The following Church Professionals were enrolled:

Sammie Braxton, Connie DeKleuver, Evelyn Edwards, Rebekah Lee-Andrews, Ida McCaskill, Gin Reid Mitchem, Delores M. Spielman, Edye Williamson.

The following Visitors were registered:

Prissy Armfield, Annie Miller Bates, Allyn R. Bell, Jr., J. Leo Boswell, Lois S. Brake, Kathryn Johnson Cameron, Margaret C. Carr, Marion S. Clark, Robert Clendenin, Greta Connor, Haywood Cope, Lib Cornatzer, William J. Cowfer, Gay Culler, Frances Dinkins, Martha Dobson, Lou McAlister East, Neel Fleming, Julius Fulmore, Dellene Gudger, Randy Hall, Jerry Hallman, John Heaggans, Arlene Henderson, Suzanne Henderson, Ruth Leigh, Virginia Lewis, Rainey MacArthur, Helen Macaulay, Idella S. McClelland, Elizabeth P. McPherson, Ruth Metzel, Jane Miller, Betsy Morgan, Gail Porter Nelson, Russell Palmer, Ruth M. Patterson, George Penn, Edna Rimmer, Sung Ae Ryoo, Mike Scirocco, Don Scofield, Otis B. Scott, Betty Sherrod, Burton Sherrod, Paul R. Snell, Bob Snyder, Ernest Stoffel, Elinor H. Swaim, Wilborn S. Swaim, Everitt Vincent, Mary N. Wade, Grier C. Waller, John A. Wilkerson, Steve Willis.

The following Corresponding Members were present:

Rev. T. Donald Hamilton, Presbytery of the Peaks.

The following Administrative Staff were present:

Willie D. Garvin, Phyllis L. Plyler, Salem Presbytery office.

DOCKET

The Docket was presented by N. N. Fleming, III, Moderator of Council, and was approved as amended. (See Appendix A, pp. 285-286.)

OMNIBUS MOTION

Elder N. N. Fleming, III, Moderator of Council, presented the Omnibus Motion. Following the removal of Item 20, the Presbytery approved the remaining recommendations in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are designated by an OM in the left margin.

WELCOME

The Governing Body was welcomed by Steve Hundley, pastor of Prospect Church. Information regarding the facilities was presented.

ECUMENICAL VISITOR

Lisa Nelson, Associate Pastor of the Prospect Church, introduced the Ecumenical Visitor, Rev. Mr. Gerald Hallman, pastor of the First Associate Reformed Presbyterian Church, Mooresville, N.C.

INTRODUCTIONS

Elders attending for the first time and other guests were introduced and welcomed. The following ministers from other presbyteries were seated as Corresponding Members: Don Hamilton, Presbytery of the Peaks.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix B, pp. 287-288.)

MINUTES OF COMMISSIONS COMMITTED TO THE RECORD

The Minutes of Commissions to ordain and/or install pastors were admitted to record. (Appendix C, pp. 289-291.)

APPOINTMENT OF STANDING COMMITTEE

The Moderator named the following Standing Committee:

Resolutions Committee: Ida McCaskill, Moderator
James Henderson

REPORT OF PRESBYTERY COUNCIL

N. N. Fleming, III, Moderator

Your Council has met twice since the last Stated Meeting of Salem Presbytery. The actions and recommendations of the October 7 meeting will be reported as an addendum report.

ACTIONS REPORTED:

1. Council approved the Minutes of the April 27, 1993, Meeting of Salem Presbytery.

2. The Council heard a report from Synod's Council and took action to request that Synod Council representative Fred Ward report either verbally or in writing to Council and briefly in writing to each Presbytery Meeting.

3. The Council appointed the following persons to a Camp Study Task Force that is being formed by several presbyteries:

   Council: Cindy Higgins, Principal; Ginny Couch, Alternate
   Outdoor Ministries: Guy Hunt
   Budget and Finance: John Milholland

4. On authority granted by the July 23-24, 1993, Presbytery Meeting:

   a. Council endorsed the request of the Allied Churches of Alamance County for $10,000 of the Presbyterian Women's "Thank Offering".

b. Council also endorsed the "Crossing 52 Incentive" regarding race relations in Winston-Salem/Forsyth County. The proposal was presented by the group The People for Racial Reconciliation.

5. Council, on a request from the Outdoor Ministries Division, granted permission for solicitation of funds, both within the churches of Salem Presbytery and from other sources, to fund the distribution of Bibles to persons attending our youth camps as needed.

6. The Council granted $1,000 for scholarships for the Synod training event (October 11-14) for Response Team Trainers (Sexual Misconduct Policy) from the Program Pool.

7. Council approved "in principle" a Hunger Work Trip to Ghana (1994) pending further details.

8. Received the following commitment:

   The Hunger Action Enabler position will receive a $4,500 grant from Presbyterian Hunger Program, Louisville for 1994. The grant is part of the on-going partnership which PHP has with HAE's in the Middle Governing Bodies.

9. The Minutes of the July 23-24 meeting of Salem Presbytery were approved as amended.

10. The Council approved the request of the Peacemaking Committee to use up to $1,500 of the Peacemaking Offering money for scholarships for the Peacemaking trip to the UN November 11-13, 1993. This is a combined youth/adult event.

11. Council referred the proposal for a tobacco study weekend to the Social Justice Issues Committee. This is in followup to two Overtures from Salem to the General Assembly in 1992.

COUNCIL CONCURS WITH THE FOLLOWING COMMITTEE RECOMMENDATIONS in presenting them to Presbytery:

1. Budget & Finance
2. Hunger
3. International Missions

ACTION:

1. Presbytery approved the attached covenant entitled, "A Covenant Agreement Between Salem Presbytery and Grandfather Home for Children" (Appendix D, pp. 292-294).

ACTION:

2. Presbytery approved the names of Rev. Sam McGregor of Siler City Church for the Class of 1996, and Mr. James Smith of Stony Creek Church to the Class of 1995 on Presbytery's Nominating Committee.

ACTION:

3. At the request of Davidson College, Salem Presbytery confirmed the election of the Rev. R. Scott Woodmansee, pastor of First Presbyterian Church in High Point, and Mr. Thomas S. Douglas, III of the First Presbyterian Church in Winston-Salem as Trustees of the College in the Class of 1997.

INTERNATIONAL MISSIONS COMMITTEE
Robert Pittard, Moderator

Bob Yoder made the report for the Committee.

Richard Miller reported briefly on the Mwandi II Project (the Mwandi Teaching/Learning Center).

Hsinchu (Taiwan) Visit Postponed to 1994:

The planned visit by representatives from Hsinchu Presbytery in August has been postponed to 1994. Without the continuity provided by an ongoing Presbytery staff, planning for a trip of this magnitude is much more difficult for them (their elected moderator, etc. also serves as the Presbytery staff).

To overcome this continuity problem, Hsinchu has elected an Associate Moderator, Rev. Chen, who has been assigned responsibility for the partnership with Salem. Rev. Chen will become the Moderator in 1994, overcoming the continuity problem.

The International Mission Committee has invited Rev. Chen to Salem Presbytery to finalize planning for the 1994 visit. We anticipate that Rev. Chen will join us in January during Salem Presbytery's International Mission Conference.

Bote-Tshiek Tshipamba-Kasonga to Itinerate

Mr. Bote-Tshiek came to the U.S. from Zaire in November of '92 for the purpose of interpreting the situation in Zaire to the American People and seeking the support of the U. S. Government for Prime minister Tshisekedi and his democratic Government. As a result of his outspoken condemnation of Mobutu Sese Seko, Mr. Bote-Tshiek would be in grave danger if he were to return to Zaire.

While two (2) of Mr. Bote-Tshiek's children are with him in the U. S., his wife and other children remain in some danger in Zaire. This situation is currently being handled by Refugee Resettlement through the PC(U.S.A.) in Louisville.

The Presbytery of Eastern Virginia has called Mr. Bote-Tshiek to their service for the next 12 months; his role will be to continue sharing the faith and to educate the American church on the situation in Zaire.

The Salem Presbytery International Mission Committee has elected to actively itinerate Mr. Bote-Tshiek through the Presbytery during the coming year while he is serving Eastern Virginia.

1994 International Mission Conference Set

The date for International Mission Conference has been set for Saturday, January 22, 1994, with Tommy Brown as the keynote speaker. Remaining workshops and leaders are being finalized at this time...so, mark calendars and be on the lookout for more information.

BUDGET AND FINANCE COMMITTEE
John Milholland, Moderator

The Budget and Finance Committee is pleased to report that through a combination of increased giving by some of the churches in Salem Presbytery and through reduced spending by some of the committees of Salem Presbytery, it appears now that we will end the fiscal year of 1993 with our expenditures not exceeding our revenues.

We have received our audited financial statement for December, 31, 1992 from the accounting firm of Witherington, Wells, Moose and Martin, P.A., Certified Public Accountants. Again this year, we have received a clean report. It may be of interest to note that the fund balances have remained constant from 1991 to 1992.

Funds are available for limited student loans through the Mary Smith Loan Fund, an endowment fund invested through the Presbyterian Foundation. Though the donor stipulated that these loans be approved by the Candidates Committee, administration of same is lodged with the Budget and Finance Committee.

At the request of Council and the action of the July meeting of Presbytery, we have explored the matter of Partnership Funding through the Synod of the Mid-Atlantic.

Basic to understanding partnership funds is the recognition that this is a process for redistributing money within the denomination from the more affluent synods and presbyteries to those who need help to support mission and ministry within their own area or region. Years ago, in the history of the UP stream, some of that was done through the General Assembly's Board of National Missions, which supported both aided fields and some governing bodies. In time, especially after the disappearance of that Board with re-organization, the Council on Administrative Services took on the function of providing, initially, for support of staff in governing bodies that could not afford needed staff. Later those funds were used to support program and dependent congregations. Eventually, funds were provided to support both staff and program.

Though the PCUS style of providing for mutual support was quite different, focusing as it did on the presbyteries, partnership funds were carried over into the new denomination at reunion. Several of the UP synods and presbyteries, including the Mid-Atlantic and its presbyteries, were quite dependent upon this process for redistributing funds.

More recently, some synods and presbyteries have opted out of the General Assembly's partnership funds program and negotiated that withdrawal in "revenue neutral" terms, so that neither presbytery, synod nor General Assembly get hurt in the process. That is, basically, to come to agreement on reducing gifts and support to General Assembly in proportion to partnership funds no longer received under the adopted plan. $257,000 had been received by the Synod of the Mid-Atlantic from the General Assembly. Salem Presbytery's per capita share of that amount is $28,879.

ACTIONS:

4. The audited financial statements for the year ended 1992 were approved (see Appendix E, pp. 295-309).

5. The student loan rate for the Mary Smith Loan Fund was set at 6% with 36 monthly payments beginning immediately.

6. Presbytery approved the new percentage distribution of benevolence funds for 1994: Presbytery 57.6%; Synod 16.98%; General Assembly 25.42%.

PEACEMAKING COMMITTEE

Gray Clark, Moderator

Mr. Clark reported the many facets of the Committee's work (see Appendix F, pp. 310-311).

EDNA RIMMER

John Handley recognized the presence of Edna Rimmer who served the Presbytery of Concord for many years.

HUNGER COMMITTEE

Charles Cameron, Moderator

George Carpenter made the report for the Committee.

At the July meeting of Presbytery, Charles and Marion Cameron, elders in the Pittsboro Church, were commissioned as Volunteers in Mission to go to Tease, Ghana, for three months to be consultants in the Agricultural Program in the Afram Plains. Part of the Pennies for Hunger/Two Cents a Meal money helps fund this mission. Below are excerpts from their letters keeping us up-to-date on what's happening:

The Following is from Charles:

The second corn crop has been planted, peanuts harvested and the first corn crop is being harvested and now drying on a concrete floor in the shop building. If all goes well, we may get a taste of it by the last week or so of our stay.

A small irrigation system that I had brought along has been installed in a garden spot close to our residence. It is a simple plastic trickle irrigation system using a four gallon pail for holding water. It should be filled morning and evening. We shall see how red beets, swiss chard, carrots and beans do with this system. We also have non-irrigated areas with watermelon, squash, tomatoes, peppers and eggplant. When we were here 25 years ago, fresh vegetables were not very common in the markets in Accra. Now they are more plentiful and not too expensive.

(Sept. 2-4) We returned from a quick trip to Accra, which is 170 miles one-way, plus a lake crossing. We bought a nice head of cabbage, 1 1/2 pounds of green beans and some carrots. None of these are available in Tease or within 70 miles of us!...

...The uncertainty of the ferry schedule is a real drawback for Marian. Last Friday (August 27th) when I was returning to Tease from Synod (Marian stayed in Tease), the ferry was down and not expected to be repaired until the next day (28th). I elected to cross by outboard motorboat with my bag plus food purchases (bread, canned goods, fresh pineapple and fresh vegetables). Our driver Kojo crossed with me and secured a seat on a taxi going to Tease. (I paid double so I could occupy the front seat alone!) Normal is four in back plus two in front with driver. Kojo then crossed back to be with the truck to await the ferry's resumption of service the next day. My journey continued 1 3/4 hours to home in Tease. Marian was happy to see me and I was happy to be home! Taxi fare was 1800 cents (Cedes) which equals $2.50.

Michael, acting manager of project, will be leaving for Accra later today to do some banking and one of the workers who has been trained in poultry will accompany him to get 100 layer chicks to start the poultry project we planned last year. The poultry house has been completed and ready for the new chicks. I suspect that this may be the first such venture in Tease and maybe in the entire Afram Plains. There are chickens running loose in about all the villages, but not many are of market quality. Eggs are enjoyed by Ghanaians, sold on the streets of most towns as hard cooked eggs. Chicken meat is a special treat and usually reserved for special guests. I have been served meat from the full ranging chickens and it should have been boiled for another hour or two! The stew it was put in was made of tomatoes, onion, palm nut oil and hot peppers. Marian's "Gari" project now has the grater and engine and is about to begin production. I feel positive about the projects' progress.

The following is from Marian:

I have mentioned in previous letters the flour that the women in Abetifi gave me. It is called Weaning Mix and is given at the clinic to mothers who are weaning their babies. It is imported from Germany, but the women have learned how to produce it. The women in Abetifi told me that by using two parts water to one part flour and adding sauted onions and a red pepper it makes a good adult food. Mercy and I have been making it, and we have fed it to the workers, the local committee, the Gari Project women, and the Presbyterian Women's Fellowship; all have found it very good and said they would eat it. When we fed it to the committee, there were those who did not take any, but when the others said how good it was, they also took and pronounced it good.

. . .As I told them (the Women's Fellowship) about the Weaning Mix and gave them less that $5 to buy the ingredients to make a good supply of it. I told them to cook up some of it and see how they could use it. This morning they came to see me and thank me for the starting money. They cooked it and the women were to take samples home for their families to taste, but some of them thought it was so good, they ate it all. The pastor's wife told them that they should cook it up at night and when they went to their farms the next day, take some of that and a little water and that would be all they needed. This will make a wonderful convenience for the women.

Charles and Marian will return home November 15 and will be available to speak to church groups after the first of the year (we must give them time to get a little rest and to process their pictures!). They will be eager to come--to preach the sermon on Sunday morning, talk to a Sunday School Class, to present a program at family night dinners, or to speak to whatever groups wish to hear them. As churches who heard them speak after their sojourn in Ghana last year can confirm, this is an excellent mission presentation.

PRESENTATION BY PRESBYTERIAN HOME & FAMILY SERVICES

Don Hamilton, "the Peanut Man" from the Zuni School, addressed the Presbytery.

PRESENTATION CONCERNING SUBSTANCE ABUSE TRAINING

Rev. Steve Hundley introduced Mr. Everette Vincent, Director of Church Relations, Montreat-Anderson College, who spoke to the Presbytery regarding a joint substance abuse training program with Vanderbilt University.

EDUCATIONAL MINISTRY COMMITTEE

Fred Ward, Moderator

John Hamil reported, promoting the activities of the Committee.

PERSONNEL COMMITTEE

Rosa Yourse, Moderator

The annual performance review of the Reverend Dr. John Handley, Executive Presbyter and Stated Clerk, was held on July 27, 1993.

Reverend Handley, in an informal discussion, gave his self-appraisal and a report of the activities he has conducted and participated in during the year.

The Personnel Committee concluded that the Executive Presbyter is a fine human being, a caring and loving person. He has an excellent understanding of the Church and is in tune with the pulse of the Church. He is sensitive to the needs of people, ministers, and the congregations.

Dr. Handley has indeed strengthened the Presbytery by his leadership, his vision, and his concern.

Salem Presbytery is indeed grateful to have him as our Executive Presbyter.

ACTION:

7. The Rev. Dr. John Handley was commended for his job performance for the past year, and a prayer of thanksgiving and intercession was offered for him asking God's continued blessings on his work.

The Personnel Committee met on September 28, 1993, to conduct the annual performance review of Ms. Willie D. Garvin, Presbytery Associate for Business Affairs/Treasurer, for Salem Presbytery.

The review revealed that Ms. Garvin has a strong Christian attitude, which is exemplified in her work with people. She possesses a high level of skill, experience, and leadership ability which qualifies her for her position. She is highly committed to her work, which motivates her to strive for excellence.

Ms. Garvin's attitude and interpersonal skills allows her to work effectively with others. She is responsive to the changing demands of the job as it relates to additional assignments as resource person to other committees. Ms. Garvin is viewed as a valuable resource throughout the Presbytery and Synod. The Presbytery is fortunate to have her in the position.

RECOMMENDATION:

8. Salem Presbytery commended Ms. Willie D. Garvin for her performance over the past year and a prayer of thanksgiving and intercession was offered for her asking God's continued blessings on her work.

Jerry Shetler, pastor of the First Presbyterian Church in Greensboro, led the Presbytery in a prayer of thanksgiving and intercession for these staff members.

STEWARDSHIP EDUCATION COMMITTEE

Michael Farris, Moderator

Bob Fiedler led a promotion of Presbytery's budget, ably assisted by Guy Hunt and the Committee. Steve McCutchan presented Stewardship Awards to the Presbyterian Church of the Cross for the highest per capita from a small church, to First Presbyterian Church (Lexington) for the highest per capita from a large church, and to First Presbyterian Church (Greensboro) for the highest percentage increase.

Doug Aitken introduced Mrs. Helen Walton of Bentonville, Arkansas, who spoke on behalf of the Presbyterian Foundation and its wills emphasis and planned giving endorsements programs.

WORSHIP AND COMMUNION

At 11:30 a.m. the Presbytery joined in a service of Worship and Communion. The preacher was Mr. Price Gwynn, III, past Moderator of the General Assembly. Worship leaders were Reverend Stephen A. Hundley, Reverend Joseph Spears, Reverend Lisa Nelson, Reverend Gerald Hallman, Ecumenical Visitor from Mooresville Associate Reformed Presbyterian Church, and the organist was Frances Howie.

LUNCH

The Presbytery was recessed for lunch at 12:30 with prayer.

AFTERNOON SESSION

The Moderator reconvened the Presbytery at 1:30. The prayers of thanksgiving and intercession and the prayer of dedication for the Two-Cents-A-Meal Offering were led by Reverend George Carpenter.

SERVICE OF HONORABLE RETIREMENT

Presbytery joined in a service of Honorable Retirement for the Reverend Mr. Paul S. Ryoo led by the Reverend Michael Warren. Moon Won Suh spoke of his contributions to the Church during his ministry. John Handley presented to Mr. Ryoo a framed Certificate of Retirement on behalf of Salem Presbytery.

PREPARATION FOR MINISTRY COMMITTEE

Jean Rodenbough, Moderator

The Committee on Preparation for Ministry presented Lou McAlister East to Presbytery as a Candidate.

ACTION:

9. Presbytery examined and received **Lou McAlister East** of Buffalo Presbyterian Church, Greensboro, as a Candidate according to G-14.0305e.

REPORT OF THE EXAMINATIONS COMMITTEE

W. RUSSELL WARD, JR., MODERATOR

Presbytery proceeded with the examination of Kathryn Johnson Cameron, J. Randy Hall, Gail Porter Nelson, Donald G. Scofield, Jr., and John A. Wilkerson, Jr., who wish to transfer into Salem Presbytery. They have been examined and approved by the Examinations Committee of Presbytery.

RECEPTION OF KATHRYN JOHNSON CAMERON

ACTION:

10. Presbytery approved the committee and floor examination of Kathryn Johnson Cameron in accordance with Book of Order G-11.0402.

    a. The Reverend Kathryn Johnson Cameron was received from Holston Presbytery to accept the call to serve as Associate Pastor of Christian Education & Family Ministry at First Presbyterian Church in Greensboro. The effective date is October 18, 1993.

b. Her credo which follows, was approved:

I believe in God, which means I am committed to God with my heart, mind and soul. I do not have merely an opinion about God, nor do I only give intellectual assent to a set of doctrines. I set my heart on God.

God has revealed God's self as the one who creates, who speaks, who has a sense of order and beauty. I have committed my life to stewardship of God's creation, conversation with God's word, and conservation of God's order and beauty.

As a human I am subject to sin and fall short of God's glory. The spirit of the serpent of Eden is alive and well and living in my neighborhood. I confess that given the choice which God gives each person, between the gracious gift of being made in God's image and accepting the privileges and responsibilities that go along with that gift or trying to achieve spiritual goals through what one possesses or achieves; I do not always choose what God would prefer: the gracious gift of being made in God's image.

Jesus Christ uniquely bears that image. This is confirmed when at his baptism God's voice identifies Jesus as God's own son, beloved, with whom God is pleased. Through Christ, in the sacrament of baptism, our identity as children of God is affirmed.

I believe, that baptized in Christ, we die to sin. Yet we are still challenged to demonstrate a quality of life that reveals God's image in us. Jesus learned what it meant to be a bearer of the image of God. "Although he was a Son (of God), he learned obedience through what he suffered" (Hebrews 5:8). The purpose of this "education" is clear: "Because he himself was tested by what he suffered, he is able to help those who are being tested" (Hebrews 2:18).

I believe that God is with us always. When Jesus went to be with God, he sent the Holy Spirit, the comforter and sustainer. In God's presence, with Jesus' help and the guidance of the Holy Spirit we dare hope. I believe that faith is dynamic and propels us to action. I believe in God who compels us to "love with irresistible force" (Van Gogh).

c. Presbytery approved the establishment of an Associate Pastoral relationship between Ms. Cameron and the First Presbyterian Church of Greensboro effective October 18, 1993; approved the following Terms of Call; and the Call was placed in her hands.

Salary	$27,750
Housing	18,500
Benefits Plan	12,490
Moving Costs	1,050
Study Leave Allowance	1,500
Auto Allowance	2,000
Maternity Leave	Two Months
Vacation Leave	Four Weeks
Study Leave	Two Weeks

d. The following Commission was approved to install her on December 12, 1993 at 11:15 a.m. at First Presbyterian Church in Greensboro.

NAME	RESPONSIBILITY	MINISTER/ELDER
Hewon Han	Preside & Propound the Constitutional Questions	Minister
Jerold D. Shetler	Preach the Sermon	Minister
David M. Cameron	Charge the Minister	Minister
Gloria F. Cowan	Charge the Congregation	Elder

Judith G. Herron	Lead in Worship	Elder
Luella J. Graves	Lead in Worship	Elder
J. Hugh Williams (guest)	Lead in Worship	Elder-elect

e. Ms. Cameron was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF J. RANDY HALL

ACTION:

11. Presbytery approved the committee and floor examination of the Reverend J. Randy Hall in accordance with Book of Order G-11.0402. Mr. Hall wishes to change from the Southern Baptist Denomination to become PCUSA and serve in Salem Presbytery.

    a. Upon his answering the constitutional questions required of ministers transferring from another denomination (G-14.0508), the Presbytery recognized the previous ordination to the office of ministry of The Reverend Randy Hall, of the Southern Baptist Denomination, approved him to become a Minister of Word and Sacrament in the PCUSA and to serve as Pastor (3/4 time) for Fairmont Presbyterian Church in Lexington. The effective date is November 1, 1993.

    b. His credo which follows, was approved:

    Before the world of matter, space, and time, God was. At God's command the heavenly bodies and the space in which they reside were formed. God chose to create an ecosystem on earth capable of sustaining animals and humans. God created humans in God's own image, distinguishing us from all other life and giving us responsibility over the creation. God pronounced this "very good". God is Creator.

    The Old Testament is the theological history of God's dealings and relationships with those chosen to carry God's blessings to the world. It is the story of humankind's struggle with sin - pride, self-centeredness, independence, and self-destruction. It is also the story of a God whose love, justice, mercy, anger, grace, and compassion have consistently sought out those who have strayed.

    The New Testament is the story of God's great act of redemption in Jesus Christ. The Word became flesh - flesh that would experience the full range of emotions and temptations which we encounter - flesh that would not give in to those temptations, but completely surrender to God's will - flesh that would feel the whip, the fists, and the nails - flesh that would become gray and bloodless - flesh that would live again on that great resurrection morning! Jesus, by God's grace, is my Savior and Lord. Thanks be to God.

    The Church is the Body of Christ and we, by grace and through faith, are members of it. Christ is the Head of the Church. All that we say and do as the Church must focus on that one reality. Christ gave and gives us the Holy Spirit to gift us and empower us to serve God through our worship and our service. The function of the Minister of the Word and Sacrament is to equip the saints for the work of the ministry.

    Through the Ministry of the Word we are reminded of the story of our salvation and we seek to understand God's ongoing, dynamic relationship with us. The Word challenges us to be reconciled and to be reconcilers. Through the Sacraments we receive God's grace and celebrate that love which seeks us out. Through the Sacraments we are renewed and celebrate our communion with God and all the saints.

I affirm and embrace the practice and polity of the Presbyterian Church (U.S.A.) and its part in the Reformed and reforming church. I affirm the historic creeds and confessions of the church as wonderful statements of our faith-fathers and faith-mothers in their search to understand our God. One of our challenges is to continue their faith journey toward what it means to be the community of faith and the faithful community, until that day when we "no longer see as in a mirror dimly, but face to face." May God grant us all the courage to see the journey through.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Hall and the Fairmont Presbyterian Church of Lexington effective November 1, 1993; approved the following Terms of Call; and the Call was placed in his hands.

Salary	$14,125.00
Housing Allowance	4,237.50
Social Security Compensation	1,404.73
Automobile Allowance	2,100.00
Book Allowance (& Study Leave Allowance)	413.00
Benefits Plan	5,534.83
Vacation Leave	Four Weeks
Study Leave	Two Weeks

d. The following Commission was approved to install him on November 6, 1993 at 7:00 p.m. at Fairmont Presbyterian Church.

NAME	RESPONSIBILITY	MINISTER/ELDER
Michael Warren	Preside & Propound the Constitutional Questions	Minister
Billy F. Sosebee	Preach the Sermon	Minister
Leland Richardson	Charge the Minister	Minister
Arlena Edwards	Charge the Congregation	Elder
James H. Grant	Lead in Worship	Minister
Rebecca Jo Peoples	Scripture Reading	Elder
Frank King		Elder
James Mitcham	Prayer	Minister

e. Mr. Hall was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF GAIL PORTER NELSON

ACTION:

3. Presbytery approved the committee and floor examination of the Reverend Gail Porter Nelson in accordance with Book of Order G-11.0402.

   a. The Reverend Gail Porter Nelson was received from Coastal Carolina Presbytery effective August 1, 1993, to serve as Campus Pastor at Winston Salem State University. She was authorized to serve communion. This is a cooperative, ecumenical position and was approved as a validated call. Her terms of call are on file.

b. Her credo which follows, was approved:

I believe that all that is, was and is to be is the creation of the one true and living God.

I believe that there is one God that is represented in three persons God as Father, God as Son and God as Holy Spirit.

I believe that God is working out a plan of redemption for a fallen creation, and that this plan is based upon the life and work of Jesus Christ who came to the earth and dwelled among humankind. Jesus Christ represented God incarnate, fully God and fully human. The power of sin is death and by the resurrection from the dead through Jesus Christ the power of sin was broken. This historical fact of faith is the central issue in the Christian faith as we focus on the cross as the basis of God's redemptive plan. Through the life, death resurrection and ascension of Jesus Christ total salvation was made available to humankind if we would repent of our sins, seek a new relationship with Jesus Christ which is symbolic through the Sacrament of Baptism and rely on grace that is extended through the love manifested through Jesus Christ on the cross. I am reminded of the Grace of God each time I partake in the Sacrament of Holy Communion. It symbolizes for me the atoning death and redemptive suffering that offers me the opportunity to serve as a Minister of Word and Sacrament and the partnership we share with Christ through the church as reflected in our obedience to the will of God and the authority of Christ as the head of the church. Therefore, as a believer in the sustaining grace and redemptive love of our Lord God through Jesus Christ, I seek the assurance of salvation offered to those who believe and confess that Jesus Christ is Lord.

I believe that it is only by the grace of God that anyone is saved and that the Lord God is infinite in love which offers even the least worthy among us to be made acceptable in the sight of the Lord. The expectation that God places before us is to seek Gods wisdom and execute love, righteousness/justice to all of humankind as witnesses to the redemptive love we have discovered through the cross on which our Savior died. It is imperative that we offer our lives as faithful stewards of God's earth and resources, so that we reflect the richness of God's trust in us as caretakers of God's possessions.

I believe the scriptures as the authoritative Word of God for guidance, faith and practice. The church represents the body of believers in Jesus Christ and is called to follow the truth recorded in biblical scripture. Because the church is the host for imperfect people, it is an imperfect institution and we are called to constantly study its attempts to affirm Christ in the world. This is done through prayer and the acknowledgment of the Holy Spirit in each person that calls upon the name of Jesus Christ. We are therefore called to the task of evangelism as an essential witness to our belief and the extending of the diversity of Christ body. To this end, we labor among the lost, the doubting, the sick, the lame, the college student, the young and old and all whom we call neighbor. God intends neighbor to represent anyone the Holy Spirit places in our presence. I seek to be your neighbor today.

c. Ms. Nelson was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF DONALD G. SCOFIELD, JR.

ACTION:

4. That Presbytery approved the committee and floor examination of the Reverend Donald G. Scofield, Jr. in accordance with Book of Order G-11.0402.

   a. Upon his answering the constitutional questions required of ministers transferring from another denomination (G-14.0508), the Presbytery recognized the previous ordination to the office of ministry of The Reverend Donald G. Scofield, Jr., of the American Baptist Denomination, approved him to become a Minister of Word and Sacrament in the PCUSA and to serve as Pastor (1/2 time) for Flat Rock Presbyterian Church in Mt. Airy.

   b. His credo which follows, was approved:

   In carefully examining my faith, a faith which has been challenged and encouraged to grow over the years by my relationship with the Lord and fellow believers, I can affirm the following:

   I believe in God, the eternal Creator and Sustainer of the universe. Infinite in power, wisdom, and holiness, our Lord stands above creation as ruler and judge. And yet, through a love which is perfect and unlimited, God reaches out to all of humanity through Jesus Christ. In Christ, we are reconciled to the Lord and one another and find God truly desires our fellowship and seeks to meet us where we are reconciled to the Lord and one another and find God truly desires our fellowship and seeks to meet us where we are in life.

   I believe in Jesus Christ, the only Son of God. It was God's love for humanity that sent Jesus Christ to earth to live among us, to die, and after three days rise from the dead in order that we might have eternal life. In accepting Jesus Christ, we receive forgiveness for our sins and experience the reconciliation which leads to eternal life. Anyone who accepts Jesus Christ as their Lord and Savior receives the gift eternal life. Those who choose to follow Christ are truly "set free" in this life and can experience a level of joy and peace which go far beyond the expectations of this world.

   I believe in the Holy Spirit who is sent into this world by God to convict, comfort, inspire, and strengthen those who accept Jesus Christ and seek to accomplish God's will. The Holy Spirit inspired the writers of the Scriptures in order that God's word might be communicated to us. This process of inspiration continues to this day as the Holy Spirit guides and enlightens us in our interpretation of God's Word.

   I believe that the Bible is the authoritative Word of God. It is our infallible guide in matters of doctrine and faith. Through the continuing influence of the Holy Spirit, God's Word convicts, educates and inspires us to live as witnesses to and faithful followers of Jesus Christ.

   I believe the Church to be the Body of Christ and the Presbyterian Church USA to be part of that Body. As the Body of Christ, the Church witnesses to Jesus Christ through its proclamation and action. In Baptism and the Lord's Supper, the Church points to God's grace and its continuing covenant relationship with the Almighty.

   I am, first and foremost, a servant of Jesus Christ. I count as my brothers and sisters all who proclaim Christ and seek to serve Him. And I will work energetically and cooperatively with fellow believers throughout the Christian Church to serve the Lord in whatever ways I am led by the Spirit.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Scofield and the Flat Rock Presbyterian Church effective November 1, 1993; approved the following Terms of Call; and the Call was ordered placed in his hands.

Salary	$8,750
Housing Allowance	2,625
Automobile Allowance	1,400
Book Allowance (& Study Leave Allowance)	275
Benefits Plan	3,693
Social Security Compensation	870
Vacation	Four Weeks
Study Leave	Two Weeks

d. The following Commission was approved to install him on November 7, 1993 at 4:00 p.m. at Flat Rock Presbyterian Church in Mt. Airy, NC.

NAME	RESPONSIBILITY	MINISTER/ELDER
Paul Ridolfi	Preside & Propound the Constitutional Questions	Minister
Carl A. Luthman (Newark Presbytery)	Preach the Sermon	Minister
Thomas Bagnal, Jr.	Charge the Minister	Minister
A.L. McAlexander	Charge the Congregation	Elder
Jesse Bledsoe	Lead in Worship	Minister
LaDonna McCarther	Lead in Worship	Elder
Robert Overby	Lead in Worship	Elder

d. Mr. Scofield was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF JOHN A. WILKERSON, JR.

ACTION:

12. Presbytery approved the committee and floor examination of the Reverend John A. Wilkerson, Jr. in accordance with Book of Order G-11.0402.

a. The Reverend John Wilkerson, interim pastor at Parkway Presbyterian Church was approved to transfer from Middle Tennessee Presbytery to Salem Presbytery effective August 1, 1993.

b. His credo which follows, was approved:

Basically, my theology is incarnational and relational. I believe in one God who is sovereign Creator, Judge, Redeemer, and Sustainer of the universe. In Jesus Christ, God has been revealed most supremely and personally. In Christ, both God and humanity are perfectly reconciled. In Christ, God has revealed for all time that kind of relationship which God seeks with all humanity and which is established upon divine justice, mercy, righteousness, love and peace.

I believe that humanity has not the innate ability to effect the kind of relationship with God which God desires. Individually and collectively, humanity is, more or less, estranged from God because of self-centeredness, which is the essence of sin. Human beings are imperfect, to say the least, and therefore, incapable of perfecting a relationship with God and one another. It is purely by the mercy and grace of God, as well as by humanity's acknowledged dependence upon God's merciful grace, that humanity's estrangement from God is overcome and reconciliation is effected.

Those who acknowledge their dependence upon God, under the authority of God's Son, Jesus Christ, who hear God calling them to a life of humble obedience, and who humbly submit themselves to such a life, constitute the Church Universal, which transcends time, space, nationality, race, color, sex, socio-economic status, and denomination. The Universal Church, I believe, is the Body of Christ which is commissioned to live and breathe and act out under the influence of the mind and heart of the Lord Jesus Christ. By God's grace, the Church is God's people, through whom God has chosen to continue to make known divine intent and purpose for the created order. It is through God's Church that God is still working to reconcile the world.

As a Christian disciple and an ordained Minister of the Gospel, I am committed to that concept of the Church which is the universal Body of Christ. As an ordained Minister of the Presbyterian Church (U.S.A.), I am committed to our Reformed heritage and to the Presbyterian form of church government.

I believe that, by the ministry of the Holy Spirit, God has gifted the Church in a variety of ways "for the work of ministry" and "for building up the Body of Christ."

c. Mr. Wilkerson was instructed to sign the obligations required of a minister to be enrolled in presbytery.

COMMITTEE ON MINISTRY
Laura Spangler, Moderator

The Committee on Ministry is sponsoring Ann Jahnes, Maggi Henderson and Rick Wurst so that they may attend, with John Handley, a workshop October 11-14, 1993, on "Sexual Misconduct Allegations." They are being trained to help train members of The Presbytery to serve on a response team, as requested by our new policy on Sexual Misconduct.

MINISTERS TRANSFERRING TO OTHER PRESBYTERIES

ACTIONS:

13. The Reverend Tom Anderson, retired pastor, was dismissed from Salem Presbytery so he may transfer to Charlotte Presbytery, effective September 16, 1993.

14. The Reverend Connell Osborne, Air Force Chaplain, was dismissed from Salem Presbytery so he may transfer to the Presbytery of Denver, effective September 28, 1993.

15. The Reverend Charles Clubb was dismissed from Salem Presbytery so he may transfer to the Presbytery of the James to accept the call to serve as pastor of Covenant Presbyterian Church in Petersburg, VA.

DISSOLUTION OF PASTORAL RELATIONSHIPS AND TRANSFERS TO OTHER PRESBYTERIES

ACTIONS:

16. The pastoral relationship between The Reverend Jay Click and First Presbyterian Church in Eden was dissolved effective August 29, 1993,

and he was transferred to National Capitol Presbytery to accept the call to serve as Pastor of Grace Presbyterian Church in Springfield, VA.

17. The pastoral relationship between The Reverend Michael Askew and Reid Memorial Presbyterian Church in Mooresville was dissolved effective September 10, 1993, and he was transferred to East Tennessee Presbytery to accept the call to serve as pastor of Shiloh Presbyterian Church in Knoxville, TN.

18. The pastoral relationship between The Reverend David Daniel and Bixby Presbyterian Church in Advance was dissolved effective October 1, 1993, and he was transferred to South Alabama Presbytery to accept the call to serve as pastor of Swift Presbyterian Church in Foley, AL.

19. The stated supply relationship between The Reverend Mary Boyd Click and El Bethel Presbyterian Church in Eden was dissolved effective August 29, 1993; and she was transferred to National Capital Presbytery.

20. The pastoral relationship between The Reverend Steven Dyer and Graham Presbyterian Church in Graham was dissolved effective October 15, 1993, and he was transferred to Foothills Presbytery to accept the call to serve as Associate Pastor of First Presbyterian Church in Greenville, SC.

DISSOLUTION OF PASTORAL RELATIONSHIPS

ACTIONS:

21. The pastoral relationship between the Reverend George W. Alexander and Centre Presbyterian Church in Mt. Mourne was dissolved effective September 30, 1993.

22. The temporary pulpit supply relationship between Calvin Crump and Edward Webb Presbyterian Church in Mt. Airy was dissolved effective August 22, 1993.

23. The parish associate relationship between the Reverend Jonathan Barker and Alamance Presbyterian Church was dissolved effective July 31, 1993.

24. The pastoral relationship between The Reverend Ronald A. Smith and Fairmont Presbyterian Church was dissolved effective July 19, 1993.

25. The pastoral relationship between The Reverend William Wrenn, Jr. and Brentwood Presbyterian Church in High Point was dissolved effective November 7, 1993, and he was granted Member-at-Large status.

REQUEST TO LABOR OUTSIDE THE BOUNDS

ACTION:

26. The Reverend Ethel Simonetti, a member-at-large in Salem Presbytery was approved to serve outside the Bounds in New Hope Presbytery.

REQUEST TO LABOR INSIDE THE BOUNDS

ACTION:

27. The Reverend James McGee, a member of the Presbytery of West Virginia, was approved to labor inside the bounds of Salem Presbytery to seek a pulpit supply position.

REQUEST FOR RETIREMENT

ACTION:

28. The Reverend John Truitt, Minister at Large, was honorably retired effective January 6, 1994.

COMMISSIONED LAY PREACHER

ACTION:

29. Betty Sherrod, an elder in Coastal Carolina Presbytery was approved to serve as Commissioned Lay Preacher and she was authorized to serve communion at Gulf Presbyterian Church in Gulf, NC.

CAMPUS PASTOR

ACTION:

30. The Reverend Laura Spangler was approved to serve as the Methodist Campus Minister at Salem College in Winston-Salem effective August 01, 1993; this is a validated call; and she was authorized to serve communion.

CHANGES IN TERMS OF CALL:

ACTIONS:

31. The following changes in terms of call were approved:

NAME:	CHURCH:	LOCATION:
John Brearley	Elkin	Elkin

25040.00	Salary	11014.00	Pension/Medical
2582.00	Social Security	1000.00	Continuing Ed.
9712.00	Housing Allow.	3300.00	Auto. Expense
2000.00	Fur. & Util. Allow.		
MANSE	Tax Des.	4 Weeks	Vacation
		2 Weeks	Study Leave
39334.00	Total Compensation	54648.00	Total Cost to Church

32. The changes in terms of call for The Reverend Rockwell Ward were transferred from the Synod of the Mid Atlantic to the Campus Ministry Board at Appalachian State University.

STATED SUPPLY RELATIONSHIPS

ACTIONS:

33. The Reverend James Mitcham was approved to continue for another year as stated supply of Shady Side Presbyterian Church in Lexington until September 30, 1994.

34. The Reverend Carter Shelley was approved to continue for another year as stated supply of Shiloh Presbyterian Church in Statesville until August 31, 1994.

INTERIM PASTOR RELATIONSHIP

ACTION:

35. The Reverend Morton Kurtz was approved to continue to serve as Interim Pastor and Moderator of Greenwood Presbyterian Church in Reidsville until November 1, 1994.

WAIVER OF 3 YEAR ROTATION SYSTEM

ACTION:

36. The request from Freedom Presbyterian Church in Statesville for a waiver of the three (3) years rotation system of elders and deacons was approved.

ECUMENICAL RELATIONS
Lois Brake, Moderator

Ms. Brake announced a Lutheran-Presbyterian Workshop on January 24, 1994, at the Parkway church. Ethel Simonetti and Robert Freeman shared some history about the Lutheran-Presbyterian dialogue.

NOMINATING COMMITTEE
Ed Mack, Moderator

ACTION:

37. Salem Presbytery elected the following persons to fill vacancies in the structure as stated:

DIVISION MODERATORS AND COMMITTEES

Administrative Services
Jim Price - WS First r Matthews

Outdoor Ministries
Rev. Guy Hunt - Danbury r Howie

Black Caucus
Rev. George Hunter - Trinity (Salisbury) r Spears

Presbyterian Men
John Hamil - Jamestown r Thurston

Presbyterian Women
Dellene Gudger r Miller

Church In The World
Class of '96
Ginny Couch - Trinity WS

Congregational Life
Class of '96
Rev. Pat Stewart - 1st Christian

Church Development
Class of '96
Rev. Herb Nelson - St. James

ADULT MINISTRY

Moderator: Ed Powers - Church of the Covenant

Class of '95
__________________ r Woodall
__________________ r Paulson

Class of '96
Mae Helen Byers - Reid Memorial
Sophie Kivett - Reidsville First r Buttons
Harold Wingert - WS First r Downs
Coreha Blanchette - Parkway r East

BUDGET AND FINANCE

Moderator:

Class of '96
Rev. John Milholland - Fifth Creek
Ella Belle Tillman
Charles Peele - Reidsville First r Jones
Jim Smith - Stony Creek r Rush

CAMP GRIER

Moderator: Robert Habershaw r Hunt

Class of '95
__________________ r Norman

Class of '96
Kathy Reagan - Mt. Airy First r McRackan
Robert Habershaw

CAMP NEW HOPE/PRESBYTERIAN POINT

Moderator: Rev. Bob Bryant

Program Sub-Committee

Class of '96
Rev. Warren Brannon - Shiloh
Evelyn Edwards - Greensboro First

Property Sub-Committee

Class of '96
Mr. Robert Thaxton - Starmount
Mr. Robert Floyd

CHILDREN'S MINISTRY

Moderator: Carol Burke - Mt. Airy First

Class of '96
Claire Holt - Greensboro First   r McKnight
Darlene Lytton - Boonville First
Avys Massey - St. Paul (High Point)

CHURCH DEVELOPMENT

Moderator: David Lee-Andrews

Class of '96
Rev. Tom Miller - Forest Park   r Hylton
________________   r Hundley
________________   r Oates

COMMUNICATION

Moderator:

Class of '96
Cindy Garrison - Highland   r Lee-Andrews
________________   r Bailey
________________   Vacant

COUNCIL

Moderator: ________________________

Class of '96
Creola Goodman - Trinity United
Suzanne Thomason - Yadkinville
Wilborn Swaim - Salisbury First
Murray White - High Point First

CRIMINAL JUSTICE

Moderator: Mike Kirkpatrick - Mocksville First   r Askew

Class of '96
Elizabeth Randlemen - Elkin   r Hunter
Leonard Campbell - Reid Memorial   r Girard
________________   r Brown

ECUMENICAL RELATIONS

Moderator: Lois Brake - Grace

Class of '96
Byron Wolfe - Elkin r Fuller
Ethel Simonetti
_______________ r Marrow

EDUCATIONAL MINISTRY

Moderator:

Class of '94
Jean Watkins - Siler City r Mimbs

Class of '96
Margot Jolly-Madison - Madison r Bullock
Elaine Morehead - Ch. of Cross r Alexander
_______________ r Ward

EVANGELISM

Moderator: Robert Howard

Class of '96
Rev. Ron Bowie - Boone First r Poque
Sallie Miller - Greensboro First r Faw
Rev. Shawn Barkley - Crestwood

EXAMINATIONS

Moderator: Rev. Russ Ward

Class of '96
Dave Kivett - Madison r Alexander
Rev. Holly Hayes r Monroe
Rev. Larry Summey - Franklin
_______________ r Woodmansee

GOALS AND EVALUATIONS

Moderator: Rev. Norman Whitney - Bethany (Graham)

Class of '96
Emmitt Bringle - Greensboro First r Gillespie
Russ Lawson - Siler City r vacant position
Melissa Smith - Reid Memorial

HIGHER EDUCATION

Moderator:

Class of '96
Rev. Bill Stephens - Trinity (Elon) r Ward
Mary Lorick Thompson - Highland r Eliason
Rev. Rocky Ward - Campus Minister ASU

HUNGER

Moderator: Barbara Clawson - New Creation r Cameron

Class of '95
Jean Primm - Stony Creek r Steele

Class of '96
Bob Henderson - Westminister r Carpenter
Julie Joyce - Madison r McPherson
Harvey Walker - Alamance r Jolly
Jane Murden - Starmount

INTERNATIONAL MISSIONS

Moderator:

Class of '96
Mae Hooper - Reidsville First r Morrison
Bill Mensing - Westminster (Burlington) r Ryoo
Robert Pittard - Starmount
Christine Leininger - St. Paul (G'boro)

MINISTRY COMMITTEE

Co-Moderators: Rev. Jim Rissmiller - Comm. In Christ r Spangler
Rev. Ann Jahnes - Yadkinville

Class of '94
Glenn Farthing - Starmount r Blessing

Class of '95
Rev. Kermit Dancy - Mt. Jefferson r Keating

Class of '96
Rev. Jim Rissmiller - Comm. In Christ
Rev. Bill Weckerly - Graham
Lucille Phifer - Mt. Vernon
Thomas Leach - Freedom r Lowery
Addison Hill - Fellowship r Causey
Rev. Molly Morgan - Madison r Knox
Wade Redding - Westminster (Burlington) r Barney
______________________ r Milam

OUTDOOR MINISTRIES

Division Moderator: Rev. Guy Hunt - Danbury r Howie

Class of '96
Anne Hall - Stony Creek
Rev. Wyatt Aiken - Mebane

PEACEMAKING

Moderator: Rev. Gray Clark - Fellowship

Class of '96
Mrs. Bill Stephens - Trinity (Salisbury) r Harris
Rev. Steve McCutchan - Highland r East
Betty Lowrance - Prospect

PERSONNEL

Moderator: ______________________ r Yourse
Class of '96
Saundra Peterson - St. James r Wright
Rev. Ed Lewis - Mooresville First
Fred Tatum - Calvary

PREPARATION FOR MINISTRY

Moderator: Rev. Jean Rodenbough - Speedwell	r Daniel
Class of '94	
Carol Carpenter - Starmount	r Dancy
Class of '95	
Rev. James Mitcham -Shady Side	r Click
Class of '96	
____________________	r Holler
Rev. Frank Allen - Westminster (Burlington)	r Chase
Rev. Maggi Henderson - Highland	r Thrift
Rev. Jamie Stimpson - Retired	

PROFESSIONAL DEVELOPMENT

Moderator: Rev. Jim Wilson - Sedgefield	
Class of '96	
Rev. Morton Kurtz - Greenwood	r Johnson
Leila Rich - Burlington First	r Woods
Rev. Jim Wilson - Sedgefield	

RACIAL ETHNIC

Moderator: *Rev. Sam Stevenson* - Grace	
Class of '95	
	r McCarther
____________________	
____________________	
Class of '96	
Peggy Wharton - Greensboro First	r Carr
Archie Coleman - Greensboro First	
Rev. Sam Stevenson - Grace	

REPRESENTATION

Moderator: Rev. Joe Spears - Mt. Tabor	
Class of '96	
Barbara Fulp - Elkin	r Morehead
Rev. James Henderson - Calvary	r Vinson
Rev. Joe Spears	
Dorothy Mintz - Mt. Tabor	r Kim

RESOURCE

Moderator: Eleanor Godfrey	
Class of '96	
Margaret Wray -	r McCaskill
Laid Minear - High Point First	r Connelly
____________________	r Richardson
____________________	r Galloway

SINGLES

Moderator: Nancy Terry	
Class of '96	
Teena Burton - Piedmont	r Voth
Ken Norton - Greensboro First	r Doub
____________________	r Jackson

SMALL CHURCH

Moderator: Rev. David Henry - Vandalia r Hayes

Class of '96
Rev. Bill Knox - Retired r Henderson
Wayne Robertson - Greenwood r Hart
Anne Neely - Dogwood Acres

SOCIAL JUSTICE

Moderator: *Rev. David Partington* - Shallowford

Class of '94
Rev. Phyllis Kort -Burlington First r Knox

Class of '95
______________________ r Bonner

Class of '96
Marion Clark - Church of the Cross
Rev. Gail Nelson - Campus Minister WSSU r Fitzpatrick
Rev. David Cameron - Counseling Center r Click
________________________ r McBryde

SPIRITUAL FORMATION AND ENRICHMENT

Moderator: Rev. Frank Dew - Church of the Covenant

Class of '94
Adnee Bradford - r Rich

Class of '95
Rev. Bob Herron - Pby. Counseling Center r Rich

Class of '96
Margaret Benjamin r Miller
Miriam McNeely -
Rev. Bob Lee - Member at Large

STEWARDSHIP EDUCATION

Moderator: Michael Farris - Salisbury First r Miller

Class of '96
Cynthia Kirkman - Highland r Fiedler
Bill Amidon - Greensboro First r McCutchan
Rev. James Dickens - Logan

WOMEN'S MINISTRY

Moderator: Gayl Knox - Lansing

Class of '94
Ilene Curry - Greensboro First r Hemrick

Class of '95
Marjorie Thomas - Shiloh r Moore

Class of '96
Gayl Knox - Lansing
Creola Goodman - Trinity United
Willa Gray Connor - High Point First

WORSHIP AND MUSIC

Moderator: ______________________________

Class of '95
Bob Hochuli r Vacant

Class of '96
Debbie Coles - Beulah r Askew
Julia Richmond - St James
Whaley Batson - Highland

YOUTH MINISTRY

Moderator: Bill Chase - Alamance

Class of '96
Tom Boyles - High Point First
Rev. Michael Poulos - Greensboro First
Sonya Marks - Calvary r Marks

***Asking Presbytery to make an exception to allow Moderator to serve for a third year.**

ACTION:

38. Presbytery asked the Nominating Committee to continue to seek Moderators and to fill the vacancies which still remain in the Presbytery structure, and Council was empowered to appoint those so nominated in the interim before the next meeting of Salem Presbytery.

According to Salem's General Assembly Commissioner election policy, Alternate Commissioners become Principle Commissioners the following year. Therefore, the following 1993 Alternate Commissioners become Principle Commissioners for the 1994 Assembly:

Principal Ministers

The Rev. James Henderson (Calvary)
902 Knox Avenue
Statesville, NC 28677

The Rev. S. Edwin Lewis (First [Mooresville])
249 W. McLelland Avenue
Mooresville, NC 28115

The Rev. Guy w. Hunt, Jr. (Danbury)
122 Meadow Road
Danbury, NC 27016

The Rev. Patricia Stewart (First Christian)
3707 Brown Bark Drive
Greensboro, NC 27410

Principal Elders

Mrs. Nancy Spann (First [Boone])
920 Blairmont Drive
Boone, NC 28607

Dr. Moon Won Suh (Korean First)
10609 Baden Place
Raleigh, NC 27612

Ms. Debbie Coles (Beulah)
P. O. Box 841
N. Wilkesboro, NC 28659

Mrs. Esther Preston (Highland)
1230 Meade Lane
Winston-Salem, NC 27106

COMMITTEE ON REPRESENTATION
Joe Spears, Moderator

We have made strides in an effort to give full expression to the rich diversity within the Presbytery's membership and to provide a means to assure greater inclusion leading to wholeness in the emerging life of the Church. While there exist definite racist and prejudiced patterns and attitudes influencing our behavior, the ordering of the life of the Presbytery has included racial ethnics, different age groups, geographical representation, divergent positions within the reformed tradition, both sexes and marital conditions.

It is the main function of this committee to advise Presbytery with respect to membership and representation of the committees, boards, and other units of implementation to assure the principles of participation and inclusiveness.

Our tasks as advocate and resource has been made easy because of the nature and perspective of Salem's membership. It is not human nature that controls us but the nature of Christ.

An analysis of the data titled, "Salem Presbytery Committee Volunteers" reveals:

1. Salem Presbytery has 613 committee volunteers;
2. 38.33% of these volunteers are female;
3. 61.67% of these volunteers are male;
4. 0.49% of these volunteers are Asian Americans;
5. 13.4% of these volunteers are Black - African Americans;
6. 1.1% of these volunteers had no listed race; and
7. 0.27% of these volunteers was listed as "M".

On the basis of these data, it is the considered opinion of the Committee on Representation that diversity and inclusiveness is assured within the bounds of Salem Presbytery. It should be noted that our paid staff and most committees meet the standard of preparation as set by Salem's (ca) 39,000 communicants, (ca)

4000 Black/African Americans and (ca) 120 Asian Americans. (The Male/Female ratio is not available).

We do urge and call upon those committees that are not in full compliance at this time, to use the Committee on Representation as a resource to assist with a resolution.

ACTIONS:

39. Presbytery urged the Nominating Committee and those committees not meeting ethnic and gender representation standards intentionally take the concern under consideration and work toward a solution.

40. Any gathering of data relating to representation shall designate the following categories:

- Clergy (Male/Female)
- Laywoman
- Layman
- Youth
- Race
- Name of committee
- Age

REPORT OF THE STATED CLERK

Sessional Records Review

18 additional churches have presented their 1992 records for review. 4 were approved, 14 were approved pending corrections or additions.

Those Approved included:

Bethany (Statesville), Bixby, Parkway, Yadkinville.

Those Approved, Pending included:

Baird's Creek, Bethany (Graham), First (Boone), Cameron, Fairmont, First (Greensboro), Laurel Fork, New Creation Community, Reid Memorial, Rumple Memorial, First (Salisbury), Shiloh (Statesville), First (Statesville), Stony Creek.

The following churches submitted other records along with their 1992 records:

Baird's Creek	1989, 1990, 1991
Bixby	1988, 1989, 1990, 1991
Rumple Memorial	1990
First (Statesville)	1990, 1991
Shiloh (Statesville)	1989, 1991

Those Not Presented included:

Beulah, First (Boonville), Centre, Clio, Ebenezer, Griers, Harmony, Hope View, Immanuel, Little Joe's, Memorial, Milton, Second (Mocksville), Mt. Vernon, New Salem, Oakland, Oakview, Peak Creek, Pine Hall, Pleasant Grove, Randolph, Red House, Second (Salisbury), Sedgefield, Southminster, Sparta, St. Paul (High Point), Taylorsville, Yadkin United.

A total of 127 churches have presented their 1992 records for review. 103 were approved, 24 were approved pending corrections or additions. 29 churches have not presented their 1992 records for review.

Bethel Church Compliance with Book of Order G-14.0202a.(2)

"In compliance with Book of Order G-14.0202a.(2) and for Bethel Presbyterian Church, I am reporting to you that at a congregational meeting on August 29, 1993, a vote was taken to be exempt from the requirements for election in force before 1993. We voted to follow our own practice regarding the election and terms of office of elders."

Administrative Commission for the Dissolution of Harmony Presbyterian Church

The Administrative Commission of Salem Presbytery charged with the responsibility of the dissolution of the Harmony Presbyterian Church reports that on September 21, 1993, the Commission consisting of David Lee-Andrews, Moderator, Steve Hundley, Dorena Stevenson, Marjorie Swann, Jamie Pharr, Marian Elam, and Don Hart, met and after much discussion of the issues at hand took the following action:

> It was moved and seconded that we concur with the wishes of the Harmony Presbyterian Church to dissolve the congregation. By unanimous vote in the affirmative, and with an expression of deep regret and concern for the members, the Harmony Presbyterian Church was dissolved.

The Commission will continue to function to care for and plan for future use(s) and/or disposition of the assets of the former Harmony Church.

OUTDOOR MINISTRIES

Presbytery received as information a packet from Camp Grier which included a summary of the summer activities.

ACTIONS:

41. Presbytery gave thanks to God for a very successful 1993 Summer Camping Program at Camp Grier and prayed for spiritual growth of the 1993 Staff and the 1,474 campers who attended.

42. Presbytery expressed its appreciation to those who served as Volunteer Counselors, Pastors, Educators, Paid Staff, and Helpers during the 1993 program.

RESOLUTIONS COMMITTEE

Ida McCaskill presented and Presbytery approved the following resolution.

ACTION:

43. Presbytery approved the following resolution and included it as a part of the Minutes of this Twentieth Stated Meeting of Salem Presbytery.

RESOLUTION OF APPRECIATION

On this beautiful fall day as we prepare to return to our homes, we give thanks to God:

> for Prospect Presbyterian Church and the hospitality they have shared in greeting and guiding us, caring for our needs with beautiful flowers, well appointed rooms and delicious food;
>
> for Price Gwynn and the message he brought to us;
>
> for the Communion we shared as a family;
>
> for our brothers and sisters who have enlightened and prodded us to be involved with our ministry in Salem Presbytery and beyond;
>
> for Paul Ryoo, his witness and example and Lou East as she begins her studies;

for the new ministers coming to us;

for opportunities to visit with old friends and make new ones and to hear from our fathers Martin Luther and John Calvin.

Be it resolved that Salem Presbytery meeting this 26th day of October in the year of our Lord 1993 in our Twentieth Stated Meeting, to humbly give thanks to God for being present with us in this time and place.

ADJOURNMENT AND BENEDICTION

There being no further business, the Twentieth Stated Meeting of Salem Presbytery was adjourned with prayer by the Moderator at 3:30 p.m. The next Stated Meeting will begin at 9:00 a.m. on February 5, 1994, at the First Presbyterian Church in Asheboro, North Carolina.

Attested:
John M. Handley
John M. Handley
Stated Clerk

APPENDIX A

SALEM PRESBYTERY
TWENTIETH STATED MEETING
PROSPECT PRESBYTERIAN CHURCH
MOORESVILLE, NORTH CAROLINA

DOCKET

October 26, 1993

* Denotes Order of the Day

8 a.m.	Registration and Refreshments	
9:00	CALL TO ORDER AND OPENING PRAYER	*Cindy Higgins*
	ORGANIZATION OF THE PRESBYTERY Quorum Docket and Omnibus Motion Welcome Ecumenical Visitor Moderator's Welcome to any corresponding members present and elders attending Presbytery for the first time Communications Appointment of Standing Committees	*Cindy Higgins*
9:20	COUNCIL	*Neel Fleming*
	INTERNATIONAL MISSION COMMITTEE	*Bob Yoder*
	BUDGET AND FINANCE COMMITTEE	*John Milholland*
	PEACEMAKING COMMITTEE	*Gray Clark*
	HUNGER COMMITTEE	*George Carpenter/John Brearley*
	PRESBYTERIAN HOME & FAMILY SERVICES (SYNOD OF THE MID-ATLANTIC)	*Don Hamilton*
10:35	TELLIT! (Small Church Support, Professional Development)	
*10:40	**MONTREAT-ANDERSON COLLEGE/ VANDERBILT UNIVERSITY** Substance Abuse Training *Mr. Everette Vincent*	*Steve Hundley*
	EDUCATIONAL MINISTRIES COMMITTEE	
	PERSONNEL COMMITTEE	*Rosa Yourse*
	STEWARDSHIP EDUCATION COMMITTEE *Presentation by Mrs. Helen Walton*	
*11:30	**WORSHIP AND COMMUNION** *Preacher: Mr. Price Gwynn, III*	
12:30	LUNCH - BAR-B-QUE!	
* 1:30	**PRAYERS & 2-CENTS/PENNIES DEDICATION**	*George Carpenter*

	CELEBRATION OF HONORABLE RETIREMENT *Paul S. Ryoo*	
	PREPARATION FOR MINISTRY COMMITTEE Reception of Candidate *Mrs. Lou East*	*Jean Rodenbough*
	EXAMINATIONS COMMITTEE 5 Transferring Ministers *Kathryn Johnson Cameron* *J. Randy Hall* *Gail Porter Nelson* *Donald G. Scofield, Jr.* *John A. Wilkerson, Jr.*	*Russ Ward*
	COMMITTEE ON MINISTRY	*Laura Spangler*
2:50	TELLIT! (Bicentennial Followup)	
2:55	SYNOD COUNCIL	
	ECUMENICAL RELATIONS COMMITTEE	*Lois Brake*
	NOMINATING COMMITTEE	
	REPRESENTATION COMMITTEE	*Joe Spears*
	STATED CLERK'S REPORT	*John Handley*
3:25	RESOLUTIONS COMMITTEE	
3:28	CLOSING PRAYER & BENEDICTION	
* 3:30	**ADJOURNMENT**	

APPENDIX B

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
October 26, 1993

A. Supporting information on minister changes:

1. To other presbyteries

   : Tom Anderson - retired minister to Charlotte Presbytery

   : Steven W. Dyer - to Foothills Presbytery to accept call to First Church of Greenville, SC, as Associate Minister for Congregational Life

2. From other presbyteries

   : Kathryn Johnson Cameron - called to First Church (Greensboro) as Associate Pastor for Christian Education and Family Ministry from Holston Presbytery
   -
   -
   - Installation Commission

   : J. Randy Hall - called to Fairmont Church as Pastor (3/4 time) from the Southern Baptist Denomination
   - Call Forms
   - Installation Commission

   : Gail Porter Nelson - called to be the Campus Minister at Winston-Salem State University
   -

   : Donald G. Scofield, Jr. - called to Flat Rock Church as Pastor (1/2 time) from the American Baptist Denomination
   - Call Forms
   -

   : John A. Wilkerson, Jr. - called to Parkway Church as Interim Pastor from Middle Tennessee Presbytery
   -

Reference: Committee on Ministry

B. Minutes of Ordination/Installation Commissions

1. Ronald L. Bowie, Pastor, First Church (Boone)
2. David Cameron, Therapist, Presbyterian Counseling Center
3. Robert M. Gant, Jr., Associate Pastor, Alamance Church
4. Holly Diane Hayes, Associate Pastor, Forest Hills Church
5. Lisa T. Nelson, Associate Pastor, Prospect Church
6. Stephen Wilkins, Pastor, Third Creek Church

Reference: Committee on Ministry

C. Letters from Presbytery of West Virginia

a. Concerning permission for James L. McGee, member of Presbytery of West Virginia, to labor inside the bounds of Salem Presbytery

b. Concerning the call of Fred A. Beck, Salem Candidate, to First Church of Oak Hill, WV

Reference: Committee on Ministry

D. Letter from Presbytery of New Hope concerning permission for Ethel Simonetti to labor outside the bounds of Salem Presbytery in Presbytery of New Hope

Reference: Committee on Ministry

E. Letter from Davidson College requesting that Salem Presbytery confirm the election of the Rev. Dr. R. Scott Woodmansee, pastor of First Presbyterian Church in High Point, and Mr. Thomas S. Douglas, III, of First Presbyterian Church in Winston-Salem, Trustees of Davidson College in the Class of 1997.

Reference: Council

F. Letters from Bethel Church concerning congregational action on August 29, 1993, satisfying the requirement of Book of Order G-14.0202 a(2)

Reference: Stated Clerk

G. Letter concerning pulpit exchange for the summer of 1994 with a minister from Bannockburn, Scotland

Reference: Stated Clerk

H. Presbyterian World Service news release regarding Midwest Flood Relief

Reference: Stated Clerk

I. Synod Commissioner report from Mildred L. Hart

Reference: Stated Clerk

MINUTES OF COMMISSIONS COMMITTED TO THE RECORD

The Presbytery received and admitted to record the following minutes of Administrative Commissions appointed to ordain/install ministers.

INSTALLATION OF RONALD L. BOWIE
AS PASTOR OF THE FIRST PRESBYTERIAN CHURCH (BOONE, NC)

The Commission appointed by Salem Presbytery to install Ronald L. Bowie as Pastor of the First Presbyterian Church (Boone), met at First Presbyterian Church on August 22, 1993, at 6:30 p.m. The meeting was called to order by Laura Spangler. The prayer was offered by Rocky Ward. The following members were present: Ministers Bill Hayes, Rocky Ward, Laura Spangler; Elders Ben Miller, Robert Rush, and Perry Snipes. Laura Spangler was elected Moderator, and Bill Hayes, Clerk of the Commission. Guest ministers Steven Carriker of First Baptist Church (Boone) and Martin Harkey of Foothills Presbytery were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 7:00 p.m., the Moderator presiding. Martin L. Harkey, Jr. preached the sermon using as his text matthew 7:7-12; John 15:15 and his topic, "When Nothing Less Will Do". Laura Spangler propounded the constitutional questions to the minister. Ben Miller propounded the constitutional questions to the congregation. Robert Rush offered the prayer of installation. Ronald L. Bowie was declared duly installed as Pastor of First Presbyterian Church of Boone according to the Constitution of the Presbyterian Church (U.S.A.). Bill Hayes charged the Pastor.

Ronald L. Bowie, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer.

INSTALLATION OF DAVID CAMERON
AS PASTOR THERAPIST AT THE PRESBYTERIAN COUNSELING CENTER (GREENSBORO, NC)

The Commission appointed by Salem Presbytery to install David Cameran as Pastor Therapist at the Presbyterian Counseling Center, Greensboro, NC, met at the Presbyterian Church of the Covenant, Greensboro, NC, on September 19, 1993, at 4:45 p.m. The meeting was called to order by Fred Horner. The prayer was offered by Fred Horner. The following members were present: Ministers Fred Horner, Joanne Hull, Robert Herron; Elders Ken Wilkinson, Luella Graves, and William Preyer, Jr. Fred Horner was elected Moderator and Joanne Hull, Clerk of the Commission. Guest minister Kathryn Cameron of Holston Presbytery was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 5:00 p.m., the Moderator presiding. Robert Herron preached the sermon using as his text Genesis 12:1-3, Matthew 10:34-39 and his topic, "You Must Leave Home". Ken Wilkinson propounded the constitutional questions to the congregation. Fred Horner propounded the constitutional questions to the minister. Fred Horner offered the prayer of installation. David Cameron was declared duly installed as Pastor Therapist of the Presbyterian Counseling Center according to the Constitution of the Presbyterian Church (U.S.A.). Joanne Hull charged the Pastor Therapist, and William Preyer charged the congregation.

David Cameron, the newly installed Pastor Therapist, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Fred Horner.

INSTALLATION OF ROBERT M. GANT, JR. AS ASSOCIATE PASTOR OF ALAMANCE PRESBYTERIAN CHURCH

The Commission appointed by Salem Presbytery to install Robert M. Gant, Jr. as Associate Pastor of Alamance Presbyterian Church, et at the Alamance Presbyterian Church on August 29, 1993, at 6:30 p.m. The meeting was called to order by James Rissmiller. The prayer was offered by Lucius Gray. The following members were present: Ministers James Rissmiller, Russell Ward; Elders Ann McIver, Robert Rush, and Ray Smith. James Rissmiller was elected Moderator and Ray Smith, Clerk of the Commission. Guest minister Richard McKay (Southern Baptist) was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 7:00 p.m., the Moderator presiding. Russell Ward preached the sermon using as his text Luke 15:1-32 and his topic, "A Church for the 21st Century". James Rissmiller propounded the constitutional questions to the minister. Ann McIver propounded the constitutional questions to the congregation. James Rissmiller offered the prayer of installation. Robert Gant, Jr. was declared duly installed as Associate Pastor of Alamance Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Richard McKay charged the Associate Pastor and Ann McIver charged the congregation.

Robert M. Gant, Jr., the newly installed Associate Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer.

ORDINATION AND INSTALLATION OF HOLLY DIANE HAYES AS ASSOCIATE PASTOR OF FOREST HILLS PRESBYTERIAN CHURCH

The Commission appointed by Salem Presbytery to ordain and install Holly Diane Hayes as Associate Pastor of Forest Hills Presbyterian Church, met at Forest Hills Presbyterian Church, High Point, North Carolina, on September 26, 1993, at 3:30 p.m. The meeting was called to order by Charles Carter. The prayer was offered by Charles Carter. The following members were present: Ministers Charles Carter. Robert Howard, Lisa Mullen; Elders Cora Massey and Cindy Saltee. Charles Carter Was elected Moderator and Lisa Mullen, Clerk of the Commission. Guest minister Bruce Murphy of Seattle Presbytery was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 4:00 p.m., the Moderator presiding. Robert Howard preached the sermon using as his text Luke 8:1-15 and his topic, "How Great Will Be Your Harvest". Charles Carter propounded the constitutional questions to the minister. Cindy Saltee propounded the constitutional questions to the congregation. Cora Massey offered the prayer of ordination and installation. Holy Diane Hayes was declared duly ordained and installed as Associate Pastor of Forest Hills Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Bruce Murphy charged the Associate Pastor, and Lisa Mullen charged the congregation.

Holly Diane Hayes, the newly ordained and installed Associate Pastor, pronounced the benediction. Following the service, the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Charles Carter.

ORDINATION AND INSTALLATION OF LISA T. NELSON AS ASSOCIATE PASTOR OF PROSPECT PRESBYTERIAN CHURCH

The Commission appointed by Salem Presbytery to ordain and install Lisa T. Nelson as Associate Pastor of Prospect Presbyterian Church, met at the Prospect Presbyterian Church, Mooresville, North Carolina, on August 22, 1993, at 9:45 a.m. The meeting was called to order by Stephen A. Hundley. The prayer was offered by Stephen A. Hundley. The following members were present: Ministers

Stephen A. Hundley, Fred Coates; Elders Eddie Nelson, Donald Howie, and Melissa Smith. Stephen A. Hundley was elected Moderator and Donald Howie, Clerk of the Commission. Guest minister Polly K. Deppen of Abingdon Presbytery was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 10:00 a.m., the Moderator presiding. Polly K. Deppen preached the sermon using as her text Luke 8:1-3 and her topic, "Ministering Women". Stephen a. Hundley propounded the constitutional questions to the minister. Donald Howie propounded the constitutional questions to the congregation. Melissa Smith offered the prayer of ordination and installation. Lisa T. Nelson was declared duly ordained and installed as Associate Pastor of Prospect Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Fred Coates charged the Associate Pastor, and Donald Howie charged the congregation.

Lisa T. Nelson, the newly ordained and installed Associate Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Stephen A. Hundley.

ORDINATION AND INSTALLATION OF STEPHEN HOWELL WILKINS AS PASTOR OF THIRD CREEK PRESBYTERIAN CHURCH

The Commission appointed by Salem Presbytery to ordain and install Stephen Howell Wilkins as Pastor of Third Creek Presbyterian Church, met at the Third Creek Church on August 15, 1993, at 2:30 p.m. The meeting was called to order by Larry Summey. The prayer was offered by Earl Woodall. The following members were present: Ministers William Wing, Larry Summey, Carl Dumford; Elders Joyce Brown and Phyllis Chambers. Larry Summey was elected Moderator and Joyce Brown, Clerk of the Commission. Guest ministers Will Terry and Earl Woodall of Charlotte Presbytery were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 3:00 p.m., the Moderator presiding. Will Terry preached the sermon using as his text Psalm 100 and selections from Acts and his topic, "The Son of Encouragement". Larry Summey propounded the constitutional questions to the minister. Joyce Brown propounded the constitutional questions to the congregation. Phyllis Chambers offered the prayer of ordination and installation. Stephen Howell Wilkins was declared duly ordained and installed as Pastor of Third Creek Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.) Carl Dumford charged the Pastor, and Earl Woodall charged the congregation.

Stephen Howell Wilkins, the newly ordained and installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Larry Summey.

APPENDIX D

A COVENANT AGREEMENT
BETWEEN
SALEM PRESBYTERY
AND
GRANDFATHER HOME FOR CHILDREN

I. PURPOSE

This instrument is to clearly define the interaction of Salem Presbytery and Grandfather Home for Children, and to affirm their support of one another. This covenant does not include a commitment to financial support through this presbytery's budget, but such support is not ruled out.

II. HISTORY

Established through the ministry of the Reverend Edgar Tufts, Grandfather Home has been supported by local presbyteries even before it opened its doors in 1914. Margaret Tufts Neal, in her book, And Set Aglow a Sacred Flame, wrote that Grandfather Orphans' Home was originally intended "to provide a home for mountain children with no parents or whose parents were unable to take care of them."

After caring for hundreds of children in need of basic sheltering, Grandfather Home for Children's ministry evolved to meet more spiritual, rather than tangible needs. For the past ten years, the ministry has specialized in working with children from all over North Carolina, who have been unable to live in families due to the effects of sexual abuse. Unconditional love and acceptance, as exemplified by Christ and Scripture are the foundation of this ministry.

Throughout the years, Grandfather Home has been supported by the prayers and finances of Presbyterians as individuals, churches, and presbyteries. Since the ministry is to children within the geographic bounds of North Carolina, a synod relationship has neither been sought nor offered.

III. GOVERNANCE

Grandfather Home for Children is incorporated and governed by a Board of Trustees, consisting of Presbyterians representing four presbyteries: Salem, Charlotte, Western North Carolina, and Holston.

IV. MISSION STATEMENT

Grandfather Home is a private, church-related agency in Banner Elk, North Carolina, providing group care for school age children. Since 1914, Grandfather Home has cared for boys and girls unable to live with their families.

Currently, our Christian staff work with children to resolve feelings stemming from past neglect, emotional and sexual abuse so that they can again live with a family. If a child cannot be reunited with the family of birth, an adoptive placement is the goal. Recognizing the critical importance of families, Grandfather Home provides family support services to ensure that families--both birth and adoptive--will remain together.

Only with prayer and strong private financial support can we continue with our ministry.

V. RESPONSIBILITIES

A. GRANDFATHER HOME FOR CHILDREN COMMITS TO PRESBTERY:

1. To seek to fulfill the mission of the Church, to spread the good news of Christ's unconditional love and redemption, providing a vehicle for the Holy Spirit to heal broken lives.

2. To minister primarily to children; also to congregations, communities, social workers, teachers, staff, parents, and other relatives of children in our care.

3. To maintain standards of excellence in care, meeting requirements for licensure by the State of North Carolina, and accreditation by the Council on Accreditation of Services for Families and Children, Inc.

4. To offer services to children and families within the geographic bounds of Salem Presbytery, without regard to race, sex, or religion.

5. To provide speakers, resources, written information, and educational opportunities to individuals, churches, and presbytery groups.

6. To make a sincere effort, in hiring and other policies, not to discriminate based on race, sex, age or other individual distinctions. It is, however, expected that staff will be professing Christians.

7. To provide tours and to host meetings.

8. To provide an annual report of services provided, and finances.

B. SALEM PRESBYTERY COMMITS TO GRANDFATHER HOME FOR CHILDREN:

1. To pray for the children and families whom Grandfather Home serves, and for staff and trustees.

2. To acknowledge in its mission interpretation, that Grandfather Home is an expression of the Presbytery's mission, and to affirm to the community at large the value and integrity of this ministry.

3. To commend to churches Grandfather Home's need for prayers and financial support.

4. To include a written report from Grandfather Home in its minutes and to include Grandfather Home in its distribution of minutes and other significant documents.

5. To provide opportunities for a representative from Grandfather Home to speak on the floor of Presbytery at least once each year.

6. To provide space at least once each year for Grandfather Home to display information concerning its ministry.

7. To participate in the governance of Grandfather Home by providing assistance as requested with nominations to Grandfather Home's Board of Trustees.

8. To have a group visit Grandfather Home's campus at least once each year.

9. To continue to authorize official recommendation that churches participate in an annual offering to benefit Grandfather Home for Children.

VI. ACCOUNTABILITY AND COMMUNICATION

Both parties agree to provide regular and formal channels of communication as noted above. In addition:

A. The text of this covenant shall be printed in the 1993 minutes of Presbytery and references made to it in appropriate publications highlighting the Presbytery's missions, institutions and agencies.

B. The Executive Director of Grandfather Home shall be responsible for ensuring that this covenant be presented to Grandfather Home's Board of Trustees, and that the Home's responsibilities be fulfilled.

C. The Stated Clerk of Salem Presbytery shall be responsible for ensuring that all the Presbytery's responsibilities listed in this covenant be fulfilled.

D. Grandfather Home shall inform the Presbytery of other formal covenant relationships, with the understanding that no provision of such will be in conflict with the provisions of this covenant.

VII. REVIEW AND AMENDMENT OF THE COVENANT

A. A team composed of representatives appointed by Presbytery's Council and Grandfather Home shall review the covenant every five years. It is expected that the Executive Director will be present for such reviews.

B. This covenant may be amended or renewed by action of the Board of Trustees of Grandfather Home for Children, Inc. and Salem Presbytery.

SALEM PRESBYTERY

FINANCIAL STATEMENTS

DECEMBER 31, 1992

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INDEPENDENT AUDITOR'S REPORT

The Council of Salem Presbytery
Clemmons, North Carolina

We have audited the accompanying balance sheets of the General Fund, Restricted Fund, Loan and Grant Fund, Bicentennial Fund and Plant Fund of Salem Presbytery as of December 31, 1992, and the related statements of support, revenue, expenses and changes in fund balances and changes in financial position for the year then ended. These financial statements are the responsibility of the Presbytery's management. Our responsibility is to express an opinion on these financial statements based on our audit. We did not audit the financial statements of Camp Grier, Camp New Hope and Presbyterian Point, which represent 93% of the assets of the Plant Fund. Those financial statements were audited by other auditors whose reports thereon have been furnished to us, and our opinion, insofar as it relates to the amounts included for Camp Grier, Camp New Hope and Presbyterian Point, is based solely on the reports of the other auditors.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit and the reports of other auditors provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Salem Presbytery as of December 31, 1992, and the results of its operations and changes in its financial position for the year then ended in conformity with generally accepted accounting principles.

Our audit was made for the purpose of forming an opinion on the financial statements taken as a whole. The supplementary information contained on pages 15 through 16 is presented for purposes of additional analysis and is not a required part of the financial statements. Such information has been subjected to the auditing procedures applied in our examination of the financial statements and, in our opinion, is fairly stated in all material respects in relation to the financial statements taken as a whole.

Moore, Martin & Haynes, P.A.

Statesville, North Carolina
September 13, 1993

Salem Presbytery

BALANCE SHEET

December 31, 1992

With Comparative Totals for 1991

	General Fund	Restricted Fund	Loan and Grant Fund	Bicentennial Fund	Plant Fund	Totals (Memorandum Only)	
						1992	1991
ASSETS							
Cash and temporary investments	$ 71,541	$390,277	$ 98,941	$ 8,910	$ -	$ 569,669	$ 854,001
Receivables							
Presbyterian mission support	-	135,475	-	-	-	135,475	120,380
Pledges - Note 1	-	-	-	175,237	-	175,237	-
Notes - Note 4	-	33,000	117,759	-	-	150,759	172,315
From other funds	190,382	-	9,035	-	-	199,417	197,871
Other	2,235	496	36	1,557	-	4,324	1,760
Total receivables	192,617	168,971	126,830	176,794	-	665,212	492,326
Investments	-	-	91,617	-	-	91,617	85,520
Prepaid expenses	4,186	-	-	-	-	4,186	602
Property, plant & equipment - Notes 1 and 2	-	-	306,440	-	38,516	344,956	54,588
Investment in camps - Notes 2 and 3	-	-	-	-	513,848	513,848	526,052
Total assets	$268,344	$559,248	$623,828	$185,704	$552,364	$2,189,488	$2,013,089
LIABILITIES AND FUND BALANCES							
Liabilities							
Presbyterian mission support	$ 51,620	$235,307	$ -	$ -	$ -	$ 286,927	$ 282,050
Deferred support - Note 1	-	-	-	175,237	-	175,237	-
Accounts & other payables	6,167	-	-	-	-	6,167	7,316
To other funds	-	199,417	-	-	-	199,417	197,871
Total liabilities	57,787	434,724	-	175,237	-	667,748	487,237
Fund balances							
Unrestricted							
Board designated	78,301	39,656	-	-	-	117,957	115,079
Undesignated	132,256	-	-	-	-	132,256	107,862
Restricted - Notes 5 and 6	-	84,868	623,828	10,467	513,848	1,233,011	1,248,323
Investment in plant	-	-	-	-	38,516	38,516	54,588
Total fund balances	210,557	124,524	623,828	10,467	552,364	1,521,740	1,525,852
Total liabilities and fund balances	$268,344	$559,248	$623,828	$185,704	$552,364	$2,189,488	$2,013,089

The accompanying notes are an integral part of these financial statements.

Salem Presbytery

STATEMENT OF SUPPORT, REVENUE, EXPENSES AND CHANGES IN FUND BALANCES

Year Ended December 31, 1992

With Comparative Totals for 1991

	General Fund	Restricted Fund	Loan and Grant Fund	Bicentennial Fund	Plant Fund	Totals (Memorandum Only) 1992	Totals (Memorandum Only) 1991
SUPPORT AND REVENUE							
Presbyterian mission support	$ -	$ 2,294,584	$ -	$ -	$ -	$2,294,584	$2,273,763
Investment income	4,784	4,588	15,124	-	-	24,496	45,170
Gifts, grants and legacies	8,275	-	5,000	10,406	-	23,681	10,888
Program receipts	36,488	-	-	-	-	36,488	32,745
Other receipts	1,088	-	486	-	-	1,574	-
Total support and revenue	50,635	2,299,172	20,610	10,406	-	2,380,823	2,362,566
EXPENSES							
Presbyterian mission support	51,620	1,175,878	-	-	-	1,227,498	1,213,695
Salaries and related expenses	414,974	-	-	-	-	414,974	420,167
Occupancy & office rents	35,292	-	-	-	-	35,292	35,476
Depreciation	-	-	-	-	49,862	49,862	50,197
Other administrative expenses	35,993	-	-	-	-	35,993	48,448
Program services	468,799	-	26,431	-	-	495,230	458,246
Two-Cents-a-Meal Hunger Program	-	122,133	-	-	-	122,133	128,797
Other	-	3,467	-	-	486	3,953	3,997
Total expenses	1,006,678	1,301,478	26,431	-	50,348	2,384,935	2,359,023
EXCESS (DEFICIENCY) OF SUPPORT AND REVENUE OVER EXPENSES	(956,043)	997,694	(5,821)	10,406	(50,348)	(4,112)	3,543
FUND BALANCES - BEGINNING OF YEAR	186,163	130,397	628,652	-	580,640	1,525,852	1,439,397
TRANSFERS FROM ANTECEDENT PRESBYTERIES - NOTE 7	-	-	-	-	-	-	82,912
INTERFUND TRANSFERS	980,437	(1,003,567)	997	61	22,072	-	-
FUND BALANCES - END OF YEAR	$ 210,557	$ 124,524	$623,828	$10,467	$552,364	$1,521,740	$1,525,852

The accompanying notes are an integral part of these financial statements.

Salem Presbytery

STATEMENT OF CHANGES IN FINANCIAL POSITION

Year Ended December 31, 1992

	General Fund	Restricted Fund	Loan and Grant Fund	Bicentennial Fund	Plant Fund	Total (Memorandum Only) 1992
RESOURCES PROVIDED						
Excess (deficiency) of support and revenue over expenses	$(956,043)	$ 997,694	$ (5,821)	$ 10,406	$(50,348)	$ (4,112)
Items that do not use (provide) resources						
Provision for depreciation	-	-	-	-	49,862	49,862
Loss on disposition of assets	-	-	-	-	486	486
Increase (decrease) in payables and accrued expenses	(1,364)	5,092	-	175,237	-	178,965
Increase (decrease) in due to other funds	-	1,546	-	-	-	1,546
Total resources provided	(957,407)	1,004,332	(5,821)	185,643	-	226,747
RESOURCES USED						
Purchases of plant assets	-	-	306,440	-	22,072	328,512
Increase (decrease) in receivables & prepaids	4,863	14,787	(21,520)	176,794	-	174,924
Increase (decrease) in due from other funds	1,909	-	(363)	-	-	1,546
Purchase of investments	-	-	6,097	-	-	6,097
Total resources used	6,772	14,787	290,654	176,794	22,072	511,079
TRANSFERS						
Mission support	999,518	(999,518)	-	-	-	-
Plant acquisitions	(22,072)	-	-	-	22,072	-
Other	2,991	(4,049)	997	61	-	-
Total transfers	980,437	(1,003,567)	997	61	22,072	-
Increase (decrease) in cash	$ 16,258	$ (14,022)	$(295,478)	$ 8,910	$ -	$(284,332)

The accompanying notes are an integral part of these financial statements.

Salem Presbytery

NOTES TO FINANCIAL STATEMENTS

December 31, 1992

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies of Salem Presbytery (hereinafter referred to as the "Presbytery") are described below to enhance the usefulness of the financial statements to the reader.

Fund accounting

To ensure observance of limitations and restrictions placed on the use of resources available to the Presbytery, the accounts are maintained in accordance with the principles of fund accounting. This is a procedure by which resources are classified for accounting and reporting purposes into funds established according to their nature and purpose.

The Presbytery's funds are as follows:

General Fund - this fund accounts for unrestricted resources that are available for the support and operation of the office of the Presbytery.

Restricted Fund - this fund accounts for all Presbyterian mission collections and disbursements and various donor restricted gifts.

Loan and Grant Fund - this fund accounts for resources restricted to use for loans and grants to churches and loans to individuals.

Bicentennial Fund - this fund accounts for resources restricted by churches and individuals to use for the Bicentennial Fund mission projects in partnership with the General Assembly and the Synod of the Mid-Atlantic.

Plant Fund - this fund accounts for all property, plant and equipment owned by the Presbytery.

Plant assets and depreciation

Uses of general and other funds for plant acquisitions are accounted for as transfers to the Plant Fund. Proceeds from the sale of plant assets are transferred to the General Fund. Depreciation is provided over the estimated useful lives of the respective assets on a straight-line basis for the property, plant and equipment.

The Presbytery also may hold title to various church properties located within its boundaries for canonical purposes only. These properties are not included in the Plant Fund.

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Support and revenues

Due to the voluntary nature of Presbyterian mission support received from member churches, support is recognized when received by the Presbytery, except for support received in the two weeks following the year end, which is recognized in the year intended by the member churches.

Deferred support

Pledges for the Bicentennial Fund are recorded as deferred revenue. Pledges are recognized as support in the statement of support, revenue, expenses and changes in fund balances when the pledges are collected; therefore, no allowance for uncollectible pledges is deemed necessary.

Pension plan

The Presbytery participates in a pension fund for the employees and ministers administered by the Board of Pensions of the Presbyterian Church (USA). Eligibility is determined by age, length of service and salary base. The pension expense for 1992 was $16,824 for the employees, and $18,396 for the ministers.

Comparative Total (Memorandum Only)

The total data are presented to facilitate financial analysis. The totals do not present financial position, results of operations, or changes in cash flow in conformity with generally accepted accounting principles. No consolidating or other eliminations were made in arriving at the totals; thus, they do not represent consolidated information.

Reclassifications

Certain items in the accompanying financial statements for 1991 have been reclassified in order to conform with the 1992 financial statement presentation.

NOTE 2 - PLANT ASSETS

Purchased plant assets are recorded at cost. Donated plant assets are recorded at fair market value at the date received, except for property, plant and equipment associated with Camps Grier, New Hope and Presbyterian Point. Related camp assets acquired from antecedent presbyteries are recorded at historical cost. Property, plant and equipment are comprised of the following at December 31:

	1992	1991
PLANT FUND		
Presbytery office, Clemmons, NC:		
Furniture and equipment	$ 96,124	$ 94,963
Less: accumulated depreciation	(57,608)	(40,375)
	38,516	54,588
Investment in Camps (Note 3):		
Camp Grier		
Land and improvements	73,436	73,436
Buildings and improvements	173,263	173,263
Furniture and equipment	70,270	67,841
Less: accumulated depreciation	(212,192)	(200,352)
	104,777	114,188
Camp New Hope		
Land and improvements	142,296	142,296
Buildings and improvements	293,809	290,089
Furniture and equipment	66,715	57,305
Less: accumulated depreciation	(187,157)	(175,793)
	315,663	313,897
Presbyterian Point		
Land improvements	4,301	4,301
Buildings and improvements	120,531	119,222
Furniture and equipment	99,887	97,083
Less: accumulated depreciation	(131,311)	(122,639)
	93,408	97,967
Property, plant, and equipment - Plant Fund	$ 552,364	$ 580,640
CHURCH DEVELOPMENT FUND		
First Korean Presbyterian Church		
Land improvements	$ 100,740	$ -
Proposed church - Guilford County		
Land and improvements	205,700	-
Property, plant and equipment - Church Development Fund	$ 306,440	$ -

NOTE 3 - INVESTMENT IN CAMPS

The Presbytery acquired joint ownership of three camps from the antecedent presbyteries:

Camp Grier - 33 1/3% ownership with the presbyteries of Western North Carolina and Charlotte;

Camp New Hope - 50% ownership with the Presbytery of New Hope; and

Presbyterian Point - 50% ownership with the Presbytery of New Hope.

The Presbytery's investment in the camps is recorded in the Plant Fund at the book value of the property, plant and equipment of each camp. Annual subsidies to each camp in excess of capital improvements are recorded as current expenditures for program services in the General Fund.

Subsidies to each camp are as follows:

	1992	1991
Camp Grier	$ 34,012	$ 33,514
Camp New Hope and Presbyterian Point	80,699	92,930
	$114,711	$126,444

During 1992, the Presbytery also forgave a $9,940 loan to Camp Grier and provided $3,600 of assistance with administrative costs to Camp New Hope and Presbyterian Point.

NOTE 4 - NOTES RECEIVABLE

Notes receivable consist of the following at December 31:

	1992	1991
Restricted Fund		
Duke University	$ 33,000	$ 33,000
Loans and Grant Fund		
Various churches and individuals	117,759	126,257
Camp Grier	-	13,058
	$150,759	$172,315

NOTE 5 - RESTRICTED FUND

The restricted fund balance is comprised of the following at December 31:

	1992	1991
Two-Cents-a-Meal Hunger Fund	$ 61,440	$ 79,756
Synod/Duke Building Fund	39,656	36,778
Hsinchu Presbytery Partnership Fund	3,607	2,384
Peacemaking Fund	4,012	3,397
Black Caucus Fund	1,368	1,347
Campus Ministry Funds	13,793	6,037
Other	648	698
	$124,524	$130,397

NOTE 6 - LOAN AND GRANT FUND

The loan and grant fund balance is comprised of the following funds restricted for loans and grants at December 31:

	1992	1991
Church Development Loan Fund	$371,372	$362,744
General Loan Fund	150,000	150,000
Grant Fund	10,860	30,313
Knox - Abernathy Fund	934	913
D. P. Foust Estate Fund		
Home Mission Work	7,955	6,487
Preaching Weak Churches	11,267	9,560
Other	42,303	35,319
Stone Estate Fund	21,622	26,174
Maryland Hickerson Fund	1,250	1,250
Cora Harrison Fund	692	647
Virgil Ashbaugh Fund	2,028	1,906
Richard Bernhardt, Jr. Fund	83	77
Mary Smith Loan Fund	3,462	3,262
	$623,828	$628,652

The Orange Presbytery Foundation, Inc. continues to hold shares of stock in the North Carolina Railroad Co. for the benefit of Salem Presbytery. At December 31, 1992, the market value of this investment was $38,324.

NOTE 7 - TRANSFERS FROM ANTECEDENT PRESBYTERIES

Effective December 31, 1988, the boundaries of 10 North Carolina Presbyteries were realigned to establish 5 new Presbyteries. Early in 1989, a transitional period occurred to allow the conclusion of the work of the antecedent Presbyteries and divisions of the property, plant and equipment of each Presbytery. The transfers from antecedent Presbyteries are net of subsequent obligations that arose after the disposition of assets to Salem Presbytery from the Presbyteries of Concord, Yadkin and Orange. In 1991, Salem Presbytery received final distribution of the investments held by the Orange Presbytery Foundation.

NOTE 8 - TAX EXEMPT STATUS

The Presbytery is a nonprofit organization exempt under Internal Revenue Code Section 501(c)(3). It pays neither federal nor state income taxes on related income.

Salem Presbytery

STATEMENT OF SUPPORT, DISBURSEMENTS AND TRANSFERS OF PRESBYTERIAN MISSION RECEIPTS

Year Ended December 31, 1992

	Actual	Budget	Actual Over (Under)
SUPPORT			
Presbyterian mission receipts from churches			
Budgeted unified & selected giving	$1,924,458	$2,032,000	$(107,542)
Non-budgeted selected giving			
Special offerings	128,411	-	128,411
Validated causes	241,715	-	241,715
Total support	$2,294,584	$2,032,000	$ 262,584
DISBURSEMENTS			
General Assembly			
Budgeted unified & selected giving			
Presbyterian mission	$ 401,442	$433,168	$ (31,726)
Per capita assessments	166,272	166,272	-
Non-budgeted selected giving			
Special offerings			
One Great Hour of Sharing Offering	41,634	-	41,634
Christmas Joy Gift Offering	39,736	-	39,736
Witness Offering	22,543	-	22,543
Validated causes			
SOS Projects	7,032	-	7,032
1% theological fund	41,861	-	41,861
Crisis relief	59,802	-	59,802
Other special gifts	5,260	-	5,260
Synod of the Mid-Atlantic			
Budgeted unified & selected giving			
Presbyterian mission	261,727	281,622	(19,895)
Assessments	94,298	94,298	-
Non-budgeted selected giving			
Special offerings			
Mother's Day Offering	9,049	-	9,049
Thanksgiving Offering	11,609	-	11,609
Validated causes			
Presbyterian Homes, Inc.	4,388	-	4,388
Barium Springs Home for Children	1,027	-	1,027
Union Seminary	2,212	-	2,212
Other	946	-	946
Subtotals carried forward	1,170,838	975,360	195,478

	Actual	Budget	Actual Over (Under)
DISBURSEMENTS			
Subtotals brought forward	1,170,838	975,360	195,478
Salem Presbytery			
Non-budgeted selected giving			
Validated causes			
Grandfather Home for Children	4,040	-	4,040
Other	1,000	-	1,000
Total disbursements	1,175,878	975,360	200,518
TRANSFERS			
Salem Presbytery			
General Fund			
Budgeted unified & selected giving			
Presbyterian mission	999,518	1,055,440	(55,922)
Non-budgeted selected giving			
Validated causes			
Other special gifts	161	-	161
Restricted Fund			
Non-budgeted selected giving			
Special offerings			
Peacemaking	3,839	-	3,839
Validated causes			
Two-Cents-a-Meal Hunger Program	102,378	-	102,378
Hsinchu Presbytery Partnership	1,200	1,200	-
Winston-Salem Campus Ministries	11,610	-	11,610
Total transfers	1,118,706	1,056,640	62,066
Total disbursements and transfers	$2,294,584	$2,032,000	$262,584

Salem Presbytery
Peacemaking Committee Report
Gray Clark, Moderator
October 26, 1993

The Work of the Peacemaking Committee

A Reminder and a Challenge:

Commitment to Peacemaking

This is something your church can do for no cost at all. Simply have your Session review the "Commitment to Peacemaking" statement and vote to support its principles of peace.

Why? Because it states to the congregation and the world that you are a congregation that is committed to issues of peace in your community and the world. (For copies, contact the Presbytery office, or Louisville.)

We urge you to do it today!

United Nations Trip to study Eastern Europe

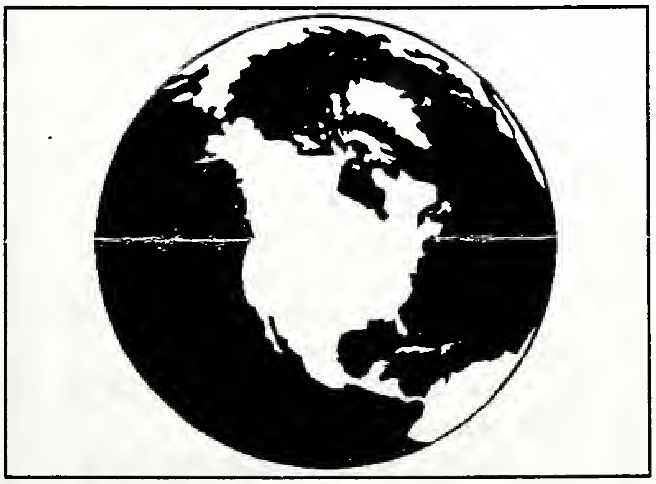
Cost: Less than$320
When: November 11-13
Why: To learn more about events that are happening in Eastern Europe (former Yugosiavia)
What you get: Air Fair; Safe, Comfortable Lodging, a Meal at an Ethnic Restaurant, an opportunity to see New York City.

Peacemaking Offering: Has your church taken an offering for Peacemaking this year?

This offering is one that is used in many ways:

1. Twenty-five percent stays in your congregation to help in ways that your Session determines.
2. Twenty-five percent goes to Presbytery and synod.
3. Fifty percent is used by the Presbyterian Peacemaking Program.

Some churches have used the money for: child/spouse abuse centers, alcoholic rehabilitation, inter-racial activities, education to eliminate violence in schools, and a long list of other causes.



People were bringing children to him in order that he might touch them; and the disciples spoke sternly to them. But when Jesus saw this, he was indignant and said to them, "Let the little children come to me; do not stop them; for it is to such as these that the kingdom of God belongs." Mark 10:13-14

All God's Children

In North Carolina on every day of the year:

- Three babies die
- 67 children are abused or neglected
- 45 families are started by teenagers
- 38 teenagers drop out of school

Twenty percent of North Carolina children live in poverty

North Carolina ranks 39th in the nation in the health and well being of its children

Juvenile crime rose by 6.9%

23% of children are not covered by medical insurance

25% of the population of North Carolina is under 18

Children in America

22% of all American children live in families below the poverty line.

45% of African-American children, live in families below the poverty line

Every 2 days an African-American child under the age of 14 was the victim of a firearm homicide

1 in 3 girls under the age of 18 will be sexually abused

1 in 6 boys under the age of 18 will be sexually abused

1 child is killed each day by a family member

*This data was taken from one or more of the following sources: Kids Count Data Book, The Ecumenical Child Care Network & publications of the Children's Defense Fund.

What Can Your Church Do?

-Ask your Session and congregation to focus on the needs of children both in your church and community.

-Raise money to support:

-Hunger program

-Shelters for abused women and children

-Crop Walk

-Education on children's issues in your community

-Child care scholarships for day care

-Educate your church, especially people who come in contact with children about issues of abuse (both sexual and physical), neglect, and hunger

-Provide health insurance for a child

-Start a day care center

-Pray for our children

-Pray for the leaders of our children

-Learn to listen to children, their fears, their hurts and their problems

-Organize activities that provide children with religious and recreational opportunities outside the normal worship\church school setting

-Have a special Sunday to recognize children and those who work with them.

-Be a source for healing

-Be an advocate for your children in your church, your community, and your nation.

"Give ear, O my people, to my teaching; incline your ears to the words of my mouth. We will not hide them from their children; we will tell to the coming generation the glorious deeds of the Lord,...so that they should set their hope in God, and not forget the works of God, but keep his commandments....Psalm 78: 1,4,7

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Minutes of

SALEM PRESBYTERY

CALLED MEETING
FIRST PRESBYTERIAN CHURCH
WINSTON-SALEM, NORTH CAROLINA
November 13, 1993

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CALLED MEETING

MINUTES OF SALEM PRESBYTERY

FIRST PRESBYTERIAN CHURCH

WINSTON-SALEM, NORTH CAROLINA

November 13, 1993

Salem Presbytery met in a Called Meeting Saturday, November 13, 1993, at the First Presbyterian Church of Winston-Salem. The meeting was called to order by Moderator Cynthia R. Higgins at 9:00 a.m.

QUORUM

The Stated Clerk confirmed the presence of a quorum.

ENROLLMENT

Commissioners	
Elders	49
Ministers	60
Corresponding Members	
Ministers	0
Church Educators	5

Administrative Staff	
Non-Commissioners	1
Visitors	29
Total Enrollment	144

The following Ministers were enrolled:

A-F

Ernest Bradford, Robert A. Bryant, Robert E. Button, Charles R. Carter, Robert Cleveland, Dale W. Davidson, Max E. Deal, Robert C. Evans, III, Dusty K. Fiedler, Charles G. Fitzpatrick, Joseph W. Flora.

G-M

James H. Grant, Jr., Hewon Han, John M. Handley, James Henderson, Cythina R. Higgins, Z. N. Holler, Fredrick R. Horner, Robert M. Howard, Joanne R. Hull, George Hunter, William R. Knox, Morton Kurtz, Thomas K. Lane, William F. Lawrence, Jr., James E. Layman, Robert M. Matthews, Stephen P. McCutchan, Charles McKee, William S. Metzel, Judson J. Milam, E. Thomas Miller, Molly Dotson Morgan, Stephen A. Moss, Lisa Mullen.

N-Z

Lisa T. Nelson, David C. Partington, S. Curtis Patterson, Jamie Bibee Pharr, A. B. Plexico, Catherine J. Reed, Leland A. Richardson, Raymond Riddleberger, Russell H. Ritchel, Jr., Donald G. Scofield, Jr., Ethel C. Simonetti, Laura M. Spangler, William F. Stephens, Samuel Stevenson, Larry E. Summey, Robert R. Tolar, Jr., W. Russell Ward, Jr., A. Michael Warren, William C. Weckerly, Kellie E. Weekley, William T. Wing, R. Scott Woodmansee, Richard S. Wurst, Jr., Robert L. Yoder, Christopher E. Zorn.

The following Ministers asked to be excused from attendance:

Wyatt Aiken, Jr., James H. Allen, Linda L. Blessing, Ronald L. Bowie, L. Adlai Boyd, John C. Brearley, Malcolm M. Bullock, David M. Cameron, Frederick A. H.

Coates, Frank M. Dew, James A. Dickens, Barbara E. Dua, Christopher F. East, John E. Eliason, Stewart E. Ellis, Robert A. Fiedler, Larry W. Freeman, Robert M. Gant, Jr., Philip R. Gehman, Lucius A. Gray, William C. Hayes, Margret L. Henderson, Robert W. Henderson, David L. henry, Stephen A. Hundley, Guy W. Hunt, Jr., Robert S. Jeffords, Henry J. Keating, Walter W. King, J. David Kivett, Phyllis M. H. Kort, Robert E. Lee, David Leininger, S. Edwin Lewis, Paul Lindsey, James M. Mauldin, Sam E. McGregor, Jr., John L. Milholland, William H. Morrison, George H. Murray, IV, Joseph L. Pickard, Michael J. Poulos, Marie P. Reed, Paul N. Ridolfi, James M. Rissmiller, Paul S. Ryoo, Dennis J. Sebesan, Grant M. Sharp, Jerold d. Shetler, Billy F. Sosebee, Rollin M. Steele, Jr., John G. Truitt, Jr., Norman M. Whitney, Sr., J. Gordon Williams, William J. Wrenn, Jr.

The following Missionaries and Chaplains were excused:

Sherron K. George.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Lawrence W. Avent, J. Lawrence Ayers, Thomas B. Bagnal, Jr., James H. Banbury, Dwight Lee Barker, Edwin C. Brammer, Jr., Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, William H. Chappell, L. B. Colquitt, Jr., Frank C. Collier, Watt M. Cooper, Herbert H. Culler, Frank A. Davison, F. Marion Dick, C. Wayne Dixon, Norris Fellows, Robert L. Forbis, Jr., William H. Foster, Jr., Milton M. Foust, Robert O. Freeman, Samuel R. Fudge, Harold E. Fuller, Jr., Joseph M. Garrison, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, John S. Johnson, Hardin A. King, Benjamin Kirkland, Julian Lake, Donald E. Lannon, William F. Long, Wilkes D. Macaulay, John R. McAlpine, III, James M. McDaniel, Lacy V. McPherson, Allen C. McSween, Donald Mimbs, K. Moser Misenheimer, James A. Mitcham, H. Reid Montgomery, Allen E. Morrison, Joseph Mullin, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, W. Clark Porter, III, Donald G. Price, James L. Price, Jr., John A. Redhead, Jr., Gerald N. Reiff, William C. Rhodes, Jr., Lester E. Sheppard, William R. Smith, III, Thompson B. Southall, Jamie D. Stimson, Harry S. Thomas, Robert L. Turner, William D. Varker, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Robert S. Wells, John C. Whitley, Frank C. Wilkinson, John A. Womeldorf.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

George W. Alexander, Jr., Frank J. Allen, Jonathan C. Barker, Shawn Edwin Barkley, Jesse W. Bledsoe, Warren C. Brannon, Janet Briscoe, Kathryn J. Cameron, George C. Carpenter, Carole F. Chase, Robert R. Childs, Jr., M. Gray Clark, O. Leighton Culler, Kermit W. Dancy, M. Susan Dobyns, Carl W. Dumford, Carlton A. G. Eversley, T. McLean Faw, Jr., James T. Frazier, Elijah B. Freeman, Carter B. Gillespie, Scott C. Girard, Robert J. Goforth, J. Randy Hall, Holly Diane Hayes, Robert W. Herron, Ann I. Hoch, Ann B. Jahnes, William Stacy Johnson, William S. Johnston, David T. Lee-Andrews, Robert M. Lewis, Z. Bradford Long, Ivan W. Lowery, J. Roger Marrow, Steve A. Martin, James F. Miller, Gail Porter Nelson, J. Herbert Nelson, Richard Osmer, Franklin L. Partridge, III, Steve Macon Pharr, Phillip J. Pogue, Jeannette G. Rodenbough, A. Carter Shelley, R. Page Shelton, James T. Shields, Jeffrey D. Smith, Ronald A. Smith, Stevan A. Snipes, Joe L. Spears, Patricia F. Stewart, John B. Talmage, Glenn C. Thomason, John G. Truitt, Jr., Rockwell P. Ward, Worth N. Watts, John A. Wilkerson, Jr., Stephen Wilkins, Benjamin F. Williams, Charles Williams, James K. Wilson, Jr., Paul D. Woodall, Jr.

The following Churches were enrolled by the attendance of their representatives:

A-F
First (Asheboro) Phil Koonce, Jan Monroe, Bethany (Statesville) Peggy Matthews, Bethel Paul Boone, Bethesda (Statesville) Mary Rose Head, Beulah Robert N.

Habershaw, Buffalo A. Duncan McGirt, Clemmons Gayle Priester, Collinstown Frank Overby, Covenent Ann McKenzie, Mary Young, Cross Roads Jim Roney, Elkin Woody Faulk, Fellowship Kathy Kirstner, Fieldstone Charlotte Brawley, Flat Rock Robert Edwards, Forest Hills Helen Anderson, Forest Park Johnny Hoover, Francisco Octavia Edwards, Franklin Billie S. Bowyer.

G-M

Grace Lillie Cuthrell, Vanessa Thompson, First (Greensboro) William D. Ditzler, W. Erwin Fuller, Jr., Milnor P. Jones, Guilford Park Richard A. Kreager, Hawfields David Smith, First (High Point) Norma Jean Cowan, John Lucas, Fred Teague, Highland Dillon Robertson, John Calvin Hoyt McCathren, First (Lexington) Miles Croom, First (Mooresville) Mark E. Auten.

N-Z

New Creation Barbara Clawson, North Wilkesboro Joanne S. Beeson, Parkway Nancy T. Gilbert, Katie Shugart, Pittsboro E. B. Morrison, Presbyterian Church of the Covenant Ronald R. Settle, Prospect Mildred L. Hart, First (Reidsville) Anne M. Scott, Shallowford Pat Myslicki, Speedwell Nori Torbert, St. Andrews Mark Nichols, First (Thomasville) Marian Greeson, Thyatira at Mill Bridge Frank Fuller, Trinity (Salisbury) Delaine Fleming, Lessie Gaston, Trinity (Winston-Salem) Margaret D. Elliott.

The following Churches were excused from having representatives at this meeting of Presbytery:

Alamance, Allen Temple, Asbury, Bethany (Graham), Bixby, First (Boone), Edward Webb, Fifth Creek, Gulf, Hills, Jamestown, First (Kernersville), Korean First, Second (Lexington), Logan, Love Valley, Madison, Mebane, First (Mocksville), First (Mt. Airy), Old Providence, Piedmont, Pine Ridge, Pleasant Grove, Siler City, Smyrna, First (Statesville), Tabor, Vandalia, Wentworth, Westminster (Greensboro), Yanceyville.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Baird's Creek, Bethesda (Ruffin), First (Boonville), First (Burlington), Calvary, Cameron, Centre, Church of the Cross, Cleveland, Clio, Community in Christ, Concord, Cooleemee, Crestwood, Dellabrook, Danbury Community, Dogwood Acres, Ebenezer, First (Eden), El Bethel, Elmwood, Fairmont, Faith, Freedom, Glendale Springs, Glenwood, Graham, Greenwood, Griers, Hope View, Immanuel, Joyce, Lansing, Laurel Fork, Little Joe's, Lloyd, Memorial, Milton, Second (Mocksville), Mt. Jefferson, Mt. Tabor, Mt. Vernon, Mt. Vernon Springs, New Salem, Oakland, Oakview, Old town, Peak Creek, First (Pilot Mountain), Pine Hall, Randolph, Red House, Reid Memorial, Riverview, Rumple Memorial, First (Salisbury), Second (Salisbury), Sandy Ridge, Sedgefield, Shady Side, Shiloh (Burlington), Shiloh (Statesville), Southminster, Sparta, Spencer, Springwood, St. James, St. Paul (Greensboro), St. Paul (High Point), Starmount, Stoneville, Stony Creek, Taylorsville, Third Creek, Trinity (Elon College), Unity, Westminster (Burlington), Whispering Pines, First (Winston-Salem), Yadkin United, Yadkinville.

The follow Church Professionals were enrolled:

Doris Betts, Lindy Bodkin, Connie DeKleuver, Lib Lanier, Paige Tolar.

The following Visitors were registered:

Elaine R. Buie, Marion S. Clark, Haywood Cope, Cindy Dixon, Virginia Driscoll, Tom Duckwall, John A. Edwards, Glenn Farthing, Martha Farthing, Frances

Fitzpatrick, Creola Goodman, Ann B. Grey, Gayl A. Knox, Kay Layman, Julie Lehman, Betty Lowrance, Minnie McCathren, Anne, S. McKee, Jane Miller, Cam Murchison, Joan Murchison, C. J. Parker, Tom Pickett, Monie Plueger, Esther Preston, Karen Robertson, William Shouse, Ann Umstead, Gladys Winston, Wendy Yoder.

OPENING WORSHIP

Cindy Higgins, David Partington, and Organist Susan Bos led a service of Hymns and Morning Prayers.

WELCOME

Host pastor Russell H. Ritchel, Jr. welcomed the Presbytery and explained arrangements for the day.

STATEMENT OF PURPOSE AND PRESENTATION OF DOCKET

The Moderator presented the docket (Appendix A, p. 316) and explained the purpose of the meeting: to begin a study of human sexuality.

Presbytery agreed to adjourn from the small groups with small group prayers at the end of the day.

ISSUES PRESENTATION

David Partington, Moderator of the Social Justice Issues Committee, introduced the speaker of the day, the Rev. Dr. D. Cameron Murchison, pastor of the Blacksburg Presbyterian Church, Blacksburg, Virinia, and Moderator of the group that prepared the study book Continuing the Conversation. Rev. Murchison spoke to the Presbytery about Human Sexuality Issues. A brief time for questions followed his speech.

SMALL GROUPS

At the end of his presentation, the Presbytery divided itself into small groups which studied and discussed sexuality issues for the remainder of the day.

ADJOURNMENT

The Presbytery was adjourned by 3:00 p.m., with prayer, from each small group.

Attested:
John M. Handley
John M. Handley
Stated Clerk

APPENDIX A

CALLED MEETING

MINUTES OF SALEM PRESBYTERY

FIRST PRESBYTERIAN CHURCH

WINSTON-SALEM, NORTH CAROLINA

November 13, 1993

DOCKET

9:00 a.m.	Convene Presbytery Hymns and Morning Prayers
9:20 a.m.	Issue Presentation Dr. Duncan Cameron (Cam) Murchison, Pastor Blacksburg Presbyterian Church Blacksburg, Virginia
10:10 a.m.	Questions
10:25 a.m.	Dismissed to small groups
10:30 - 11:30	First Session
11:30 a.m.	Break
11:40 - 12:30	Second Session
12:30 - 1:10 p.m.	Lunch (served in small group rooms)
1:20 - 2:00 p.m.	Third Session
2:00 p.m.	Break
2:10 - 3:00 p.m.	Fourth Session
3:00 p.m.	Adjourn

I N D E X

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S16m

Minutes of

SALEM PRESBYTERY

TWENTY-FIRST STATED MEETING
FIRST PRESBYTERIAN CHURCH
ASHEBORO, NORTH CAROLINA
February 5, 1994

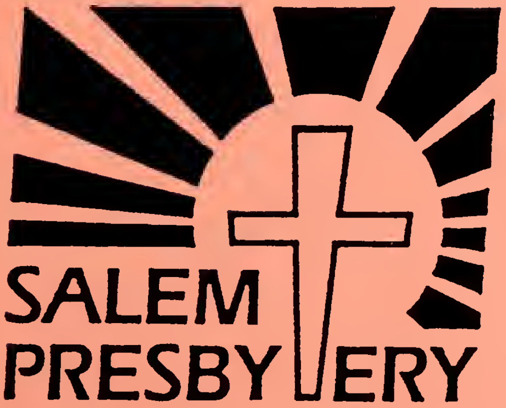
TWENTY-SECOND STATED MEETING
GUILFORD PARK PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA
April 26, 1994

TWENTY-THIRD STATED MEETING
GRAHAM PRESBYTERIAN CHURCH
GRAHAM, NORTH CAROLINA
July 16, 1994

TWENTY-FOURTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA
October 25, 1994

VOLUME VI NUMBER 1

Minutes of


SALEM
PRESBYTERY

TWENTY-FIRST STATED MEETING
FIRST PRESBYTERIAN CHURCH
ASHEBORO, NORTH CAROLINA
February 5, 1994

MINUTES OF

SALEM PRESBYTERY

TWENTY-FIRST STATED MEETING
FIRST PRESBYTERIAN CHURCH
ASHEBORO, NORTH CAROLINA

February 5, 1994

OFFICERS

Moderator	Cynthia R. Higgins
Moderator-in-Nomination	W. Erwin Fuller, Jr.
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Congregational Life	Hewon Han
Associate Presbyter for Care and Development of Leadership	A. Michael Warren
Hunger Action Enabler	Catherine J. Reed
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Judy Brock

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (910) 766-3393
FAX: (910) 766-7153

TWENTY-FIRST STATED MEETING

MINUTES OF SALEM PRESBYTERY

FIRST PRESBYTERIAN CHURCH

ASHEBORO, NORTH CAROLINA

February 5, 1994

The Twenty-First Stated Meeting of Salem Presbytery was called to order by Moderator Cynthia R. Higgins at 9:00 a.m., Saturday, February 5, 1994, in the First Presbyterian Church of Asheboro, North Carolina. The opening prayer was led by the Moderator.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

ENROLLMENT

Commissioners	
Elders	145
Ministers	113
Corresponding Members	
Ministers	6
Church Educators	2

Administrative Staff	
Non-Commissioners	2
Visitors	72
Total Enrollment	340

The following Ministers were enrolled:

A-F

Frank J. Allen, Shawn Edwin Barkley, Jesse W. Bledsoe, Linda L. Blessing, Ronald L. Bowie, Warren C. Brannon, John C. Brearley, Robert A. Bryant, Malcolm M. Bullock, Robert E. Button, Kathryn J. Cameron, George C. Carpenter, Charles R. Carter, William H. Chappell, Robert Cleveland, Frank C. Collier, Kermit W. Dancy, Dale W. Davidson, James A. Dickens, Barbara E. Dua, Carl W. Dumford, John E. Eliason, Stewart E. Ellis, Robert C. Evans, III, Carlton A. G. Eversley, Dusty K. Fiedler, Charles G. Fitzpatrick, Milton M. Foust.

G-M

Robert M. Gant, Jr., Robert J. Goforth, James H. Grant, Jr., Lucius A. Gray, J. Randy Hall, Hewon Han, John M. Handley, William C. Hayes, James Henderson, Margret L. Henderson, Robert W. Henderson, Cynthia R. Higgins, Fredrick R. Horner, Joanne R. Hull, Stephen A. Hundley, Guy W. Hunt, Jr., Robert S. Jeffords, J. David Kivett, Thomas K. Lane, Donald E. Lannon, William F. Lawrence, Jr., James E. Layman, David Leininger, Robert M. Lewis, S. Edwin Lewis, Z. Bradford Long, Ivan W. Lowery, Robert M. Matthews, James M. Mauldin, Sam E. McGregor, Jr., William S. Metzel, E. Thomas Miller, Donald Mimbs, James A. Mitcham, Molly D. Morgan, Allen E. Morrison, William H. Morrison, Stephen A. Moss, Lisa Mullen.

N-Z

Gail Porter Nelson, J. Herbert Nelson, David C. Partington, S. Curtis Patterson, Steve Macon Pharr, A. B. Plexico, W. Clark Porter, III, Catherine J. Reed, Marie P. Reed, Leland A. Richardson, Raymond Riddleberger, James M. Rissmiller, Russell H. Ritchel, Jr., Jeannette G. Rodenbough, Paul S. Ryoo, Donald G. Scofield, Jr., Grant M. Sharp, A. Carter Shelley, Jerold D. Shetler, Steven A. Snipes, Billy F. Sosebee, Joe L. Spears, Rollin N. Steele, Jr., William F. Stephens, Samuel Stevenson, Patricia F. Stewart, Jamie D. Stimson, Robert R. Tolar, Jr., John G. Truitt, Jr., W. Russell Ward, Jr., A. Michael Warren, William C. Weckerly, Kellie E. Weekley, Norman M. Whitney, Sr., John A. Wilkerson, Jr., Stephen Wilkins, Frank C. Wilkinson, Charles Williams, James K. Wilson, Jr., William T. Wing, Paul D. Woodall, Jr., R. Scott Woodmansee, Richard S. Wurst, Jr., Robert L. Yoder, Christopher E. Zorn.

The following Ministers asked to be excused from attendance:

Wyatt Aiken, Jr., James H. Allen, Jonathan C. Barker, L. Adlai Boyd, Janet Briscoe, David M. Cameron, Carole F. Chase, Frederick A. H. Coates, M. Susan Dobyns, Robert A. Fiedler, James T. Frazier, Larry W. Freeman, Philip R. Gehman, Holly Diane Hayes, David L. Henry, Robert W. Herron, George Hunter, Ann B. Jahnes, Walter W. King, Benjamin Kirkland, Robert E. Lee, Paul Lindsey, J. Roger Marrow, Steve A. Martin, Stephen P. McCutchan, Judson J. Milam, James F. Miller, George H. Murray, IV, Lisa T. Nelson, Joseph L. Pickard, Dennis J. Sebesan, R. Page Shelton, Ethel C. Simonetti, Jeffrey D. Smith, Laura M. Spangler, Larry E. Summey, Rockwell P. Ward, William J. Wrenn, Jr.

The following Missionaries and Chaplains were excused:

Sherron K. George.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Lawrence W. Avent, J. Lawrence Ayers, Thomas B. Bagnal, Jr., James H. Banbury, Dwight Lee Barker, Ernest Bradford, Edwin C. Brammer, Jr., Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, L. B. Colquitt, Jr., Watt M. Cooper, Herbert H. Culler, Frank A. Davison, F. Marion Dick, C. Wayne Dixon, Norris Fellows, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Robert O. Freeman, Samuel R. Fudge, Harold E. Fuller, Jr., Joseph M. Garrison, J. Stimson Hawkins, DeWitt F. Helm, Everett A. Hewlett, John S. Johnson, Hardin A. King, William R. Knox, Morton Kurtz, Julian Lake, William F. Long, Wilkes D. Macaulay, John R. McAlpine, III, James M. McDaniel, Charles McKee, Lacy V. McPherson, Allen C. McSween, K. Moser Misenheimer, H. Reid Montgomery, Joseph Mullin, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, Donald G. Price, James L. Price, Jr., John A. Redhead, Jr., Gerald N. Reiff, William C. Rhodes, Jr., Lester E. Sheppard, William R. Smith, III, Harry S. Thomas, Robert L. Turner, William D. Varker, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Robert S. Wells, John C. Whitley, John A. Womeldorf.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery.

George W. Alexander, Jr., Robert R. Childs, Jr., M. Gray Clark, O. Leighton Culler, Max E. Deal, Frank M. Dew, Christopher F. East, T. McLean Faw, Jr., Elijah B. Freeman, Carter B. Gillespie, Scott C. Girard, Ann I. Hoch, Robert M. Howard, William S. Johnston, Henry J. Keating, Phyllis M. H. Kort, David T. Lee-Andrews, John L. Milholland, Richard Osmer, Franklin L. Partridge, III, Jamie Bibee Pharr, Phillip Justin Pogue, Michael J. Poulos, Paul N. Ridolfi, James T. Shields, Jerry M. Smith, Ronald A. Smith, John B. Talmage, Glenn C. Thomason, Worth N. Watts, Benjamin F. Williams, J. Gordon Williams.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Catherine N. Allred, Thelma A. Greeson, Harvey Walker, Allen Temple Margaret Cowan, Virginia Mott, Asbury Tom Sheppard, First (Asheboro) Gary Anderson, Harold L. Jackson, Bethany (Graham) Don Boggs, Bethany (Statesville) James Ingram, Bethel Sharon Smith, Bethesda (Ruffin) Mitch Foster, Bethesda (Statesville) Hazel McNeely, Beulah James Lomax, Elizabeth R. Scott, Bixby Thomas F. Cornatzer, Buffalo Tom Brady, First (Burlington) Tom Collins, Ralph Holt, Jr., Calvary Larry Harper, Jr., Cameron Phyllis Chambers, Church of the Cross Don Moore, Clemmons Anne Smith, Collinstown Jackie D. Overby, Community in Christ, Presbyterian Ed Cooke, Concord James Sande, Cooleemee Grier C. Waller, Cross Roads J. C. Nicks, Danbury Community Velmalene Leake, Dellabrook Lula W. Burns, Iniz Johnson, Dogwood Acres Anne Neely, First (Eden) Clinton Orville Wright, Edward Webb Gladys Bailey, LaDonna McCarther, Elkin Woody Faulk, Faith Jack Cornet, Fellowship Nancy Gibbs, Fieldstone Celeste B. Wilkinson, Flat Rock Rosa Marshall, Forest Hills Patty Cone, Forest Park Stephen P. Wilson, Francisco Thadia George, Franklin.

G-M

Grace Ethan Sherrod, William Shouse, Graham Bill Cooke, John Essen, First (Greensboro) Doug Albright, W. Erwin Fuller, Jr., Ed Mack, Charles Saunders, Emmett Summer, Griers Annie Laurie Wilkinson, Greenwood Harvey Carroll, Guilford Park John Newfeld, Taylor Owens, Gulf Elsie Phillips, Hawfields Henderson Scott, First (High Point) Millard Kimsey, Laird Minear, Bob Safrit, Highland Pam Pepper, Caroline Wright, Hills Billy R. Joyce, Jamestown John Hamil, Tony Rankin, John Calvin Haywood Cope, Korean First Jung N. Kim, Young Kim, First (Lexington) Margaret Catbell, Wyatt Helsabeck, Second (Lexington) Curtis Morrow, Lloyd Elizabeth M. West, Vera Williams, Logan Daisy Keaton, Clayton Tatum, Madison Josh S. Wall, Mebane Marshall Taylor, Memorial Harriet Gardner, Walter Thompson, First (Mocksville) Peggy Wallace, First (Mooresville) Elizabeth M. Cooke, Pat R. Culberson, Mt. Tabor Lilliesteen M. Harris, George H. Knox, Mt. Vernon Springs Elaine C. Webster,

N-Z

New Creation Barbara Clawson, North Wilkesboro William R. Richardson, Old Town Linda Saleeby, Parkway Nancy Gilbert, Dianne Luce, Piedmont George Florence, First (Pilot Mountain) Freddy D. Smith, Pine Hall Chis Rodenbough, Pine Ridge Peggy Taylor, Pittsboro Edith Wasko, Presbyterian Church of the Covenant Russell E. Southworth, Prospect Danny Bost, Randolph Darrell Albertson, Reid Memorial Leonard Campbell, First (Reidsville) Anne Scott, First (Salisbury) Bob Bailey, Tom Bost, Reid Brodie, Second (Salisbury) W. W. Blackman, Sandy Ridge Cleo Ferguson, Shady Side Charles England, Robert Gilchrist, Sr., Shallowford Hope San Filippo, Shiloh (Burlington) Robert Skillman, Shiloh (Statesville) George Martin, Siler City Holly K. Brooks, Smyrna Ron Lovings, Speedwell Nori Torbert, Spencer Sam Lloyd, St. James Fred Cundiff, Luella J. Graves, W. Bert Neal, Rosa Yourse, St. Paul (Greensboro) Ron Ervin, Starmount Robert Pittard, Sam Zealy, First (Statesville) James Mallory, Paul Meech, Stony Creek Nancy Dunham, Taylorsville Frank Herndon, Third Creek Sally Hutchison, Thyatira Presbyterian Church at Mill Bridge Kathryn Hall, Trinity (Salisbury) Ezra Gilliam, Trinity (Winston-Salem) Mary Homrighous, Unity Fred Williams, Vandalia Terry Spence, Wentworth W. D. Sherron, Westminster (Burlington) Harry M. Clark, Westminster (Greensboro) Marilyn Fish, Esther Osman, Sally Royster, Whispering Pines Becky McMasters, First (Winston-Salem) Charlotte Blount, Betsy Brown, Mack Dagenhart, Emmett McCall, James S. Price, Yanceyville Charles Sheridan.

The following Churches were excused from having representatives at this meeting of Presbytery:

Baird's Creek, Immanuel, First (Kernersville), Lansing, Love Valley, First (Mt. Airy), Pleasant Grove, Saint Andrews, Sparta, Tabor, Yadkinville.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

First (Boone), First (Boonville), Centre, Cleveland, Clio, Covenant, Crestwood, Ebenezer, El Bethel, Elmwood, Fairmont, Fifth Creek, Freedom, Glendale Springs, Glenwood, Hope View, Joyce, Laurel Fork, Little Joe's, Milton, Second (Mocksville), Mt. Jefferson, Mt. Vernon, New Salem, Oakland, Oakview, Old Providence, Peak Creek, Red House, Riverview, Rumple Memorial, Sedgefield, Southminster, Springwood, St. Paul (High Point), Stoneville, First (Thomasville), Trinity (Elon College), Yadkin United.

The following Church Educators were enrolled:

Connie DeKleuver, Paige Tolar.

The following Corresponding Members were present:

David Chen, Hsinchu Presbytery; Larry Chen, Hsinchu Presbytery; William J. Cowfer, Coastal Carolina Presbytery; Robert Damon, Santa Barbara Presbytery; C. Kenneth Hall, Beaver Butler Presbytery; Kurt W. Johnston, Charlotte Presbytery.

The following Administrative Staff were present:

Willie D. Garvin, Paul Ransford.

The following Visitors were registered:

G. Douglas Aitken, Jr., G. H. Baldwin, John E. Barney, Shirley Barnes-Selber, Annie Miller Bates, Nellie M. Bescher, Caretta H. Blanchette, Catherine T. Bonner, Lois S. Brake, Minnie Margaret Butler, Elizabeth Byers, Charles Cameron, Marian G. Cameron, Mary H. Carr, John C. Chambers, Virginia Clemons, Greta Connor, Evalina Cook, Hallie Davidson, Octavia Edwards, Carol Fisher, Frances Fitzpatrick, Wil Gibble, Glenn Gibson, Nelle Gibson, Creola Goodman, Dellene L. Gudger, Anne Hall, Leonard Hall, Wesley Harrington, Richard Heaggans, Bernice C. Heaggans, Suzanne Henderson, Rose Ingram, Jane D. Jones, Milnor Jones, Evelyn Knox, Korean First Group, Christie Leininger, Nick Lemons, James K. Logan, Betty Lowrance, Margaret S. Marks, Estella McFadden, Norma Jean Meadows, Janet Mighion, James Miles, Jane Miller, Mary N. Mitcham, Patsy Morrison, Robert E. Osman, Walter S. Patterson, Beth Phifer, Jonnette J. Powell, Esther Preston, Tom Pickett, Constance S. Purcell, Mary C. Richardson, Jill Roach, Charles Rodenbough, Otis B. Scott, Ruby Sheridan, Hyun-Sung Shin, Craig Siler, Paul Snell, John Tatum, Anne Taylor, Yellock Truman, Thomas Vinson, Helen R. Warren, Gina Webster, Murray M. White, Jr.

DOCKET

The Docket was presented by Murray White, Moderator of Council, and was approved as amended by the addition of a resolution, communication and overture, which were referred to the Bills and Overtures Committee (see Appendix A, pp. 32-33).

OMNIBUS MOTION

Murray White, Moderator of Council, presented the Omnibus Motion. Following opportunity for members of Presbytery to remove items from the Omnibus Motion, the Presbytery approved all the recommendations in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are designated by an OM in the left margim. By common consent those parts pertaining to constitutional amendments were considered at the time of the Constitutional Amendments discussion.

WELCOME

The Governing Body was welcomed by Russ Ward, pastor of First Church. Information regarding the facilities and arrangements for the day were presented.

ECUMENICAL VISITOR

The Moderator introduced the Rev. Mr. Charles Ledford, pastor of the Sunset Avenue Church of God and President of Asheboro Ministerial Association, who addressed Presbytery briefly.

INTRODUCTIONS

Elders attending for the first time and other guests were introduced and welcomed. The following ministers from other presbyteries were welcomed and seated as Corresponding Members: David Chen and Larry Chen, Hsinchu Presbytery; William J. Cowfer, Coastal Carolina Presbytery; Robert Damon, Santa Barbara Presbytery; and Kurt Johnston, Charlotte Presbytery.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix B, pp. 34-35.)

MINUTES OF COMMISSIONS COMMITTED TO THE RECORD

The Minutes of Commissions to ordain and/or install pastors were admitted to record. (Appendix C, p. 36.)

APPOINTMENT OF STANDING COMMITTEES

The Moderator named the following Standing Committees:

Bills & Overtures Committee: Rev. Charles Williams, Moderator
Rev. Kellie Weekley
Rev. Herbert Nelson
Rev. Jean Rodenbough
Ms. Dianne Luce
Mr. Doug Albright
Mr. Harold Jackson

Resolutions Committee: Rev. Bob Yoder
Rev. Katy Reed

REPORT OF PRESBYTERY COUNCIL

Murray White, Moderator

Your Council has met twice since the last Stated Meeting of Salem Presbytery.

ACTIONS REPORTED:

1. Council approved the Minutes of the October 26, 1993, and the November 13, 1993, Meetings of Salem Presbytery.

2. Council appointed James Van Hecke Higher Education Committee Moderator upon authority granted by the last Presbytery.

3. Council heard a report from Synod's Council.

4. Council approved Salem Presbytery and Council related dates for 1994:

February 5	Presbytery Meeting (First Church, Asheboro)
February 10	Council Meeting
March 10	Council Meeting
March 29	Report Deadline for April Presbytery Meeting
April 11	Packet Mailing
April 14	Council Meeting (Program Hearing)
April 26	Presbytery Meeting (Guilford Park Church)
May 12	Council Meeting (Budget Adoption)
June 15	Report Deadline for July Presbytery
June 23	Council Meeting
June 30	Packet Mailing
July 16	Presbytery Meeting (Graham Church)
September 8	Council Meeting
September 28	Report Deadline for October Presbytery Meeting
October 6	Council Meeting
October 10	Packet Mailing
October 25	Presbytery Meeting
November 10	Council Meeting

PRESBYTERIAN WOMEN DATES FOR 1994

April 23	Salem PW Spring Gathering
August 6-7	Salem PW Spiritual Retreat
September 10	Salem PW Fall Gathering

OTHER DATES

February 26	Worship and Music Workshop
March 18-20	Senior High Retreat
April 22-24	Small Church Leader's Retreat
May 12-14	Clergy Retirement Seminar

5. Council elected Murray White as its 1994 Moderator and Esther Preston as Secretary. The 1994 Executive Committee will be Murray White, Esther Preston, Erwin Fuller, and George Hunter.

6. Council appointed Bill Sosebee convener of the Brentwood Commission. Council recommended to the convener and the commission that they retain an attorney as they proceed in the matter. Council suggested Council moderator offer to have former members of the Brentwood Church on the docket at the next Council meeting if needed and to recommend to the commission, when funds become available, to consider giving Bill Wrenn a stipend until negotiations are completed.

7. Council approved a request from Frank Dew that a Lay Academy of Religion be endorsed.

8. Council appointed the following persons to study proposed constitutional amendments and present them to the February 5 meeting of Presbytery with recommendations: Jamie Pharr, Moderator; Cora Massey and Paul Woodall.

9. Council approved Community in Christ building and indebtedness requests.

10. Council approved a Communion Service at the following events:

Committee on Ministry Retreat	January 20-21
Worship and Music Workshop	February 26
Senior High Retreat	March 18-20
PW Spiritual Retreat	August 6-7

11. Council responded to letters of concern over the called meeting of Presbytery to study human sexuality by authorizing the Moderator to appoint a Listening/Discussion Task Force: one from Council, one from Social Justice Issues Committee, and one from the Committee on Ministry.

12. Council approved the participation of Robert Howard, of our Evangelism Committee, in the NEA Consultant Training and Certification program.

13. Council endorsed an overture from First Presbyterian Church, Greensboro to the General Assembly concerning the election procedure of the Moderator of General Assembly.

14. Council accepted the invitation issued by Guilford Park Presbyterian Church to have Presbytery there April 26.

15. Council commended Cindy Higgins for her work as Presbytery Moderator this past year.

16. Council approved Katy Reed as resource person for Women's Ministry Committee replacing Mike Warren.

17. Council referred a request to the Evangelism Committee from the Synod Evangelism Network encouraging the Presbytery to make evangelism a clearly stated priority in the future.

18. Council approved $7,000 for Mbujimayi, Zaire and $24,000 for Tease, Ghana from Pennies for Hunger/Two-Cents-A-Meal Restricted Funds.

19. Council granted the Budget and Finance Committee permission to approve the entering into a lease/purchase contract with Copier Consultants for a copier for the Presbytery Office.

20. Council voted to continue discussion and to receive further information concerning the Ecumenical Women's Conference and that this matter be at the top of the priority list on the next Council docket.

21. Council requested Presbytery Moderator Cindy Higgins to appoint a Bills and Overtures Committee to review and make recommendations concerning Greensboro First Overture to the February 5 Presbytery Meeting.

22. Council commended to our churches the Presbyterian Church (U.S.A.) endorsed Preferred Risk insurers policy(ies) of various coverages for local churches.

23. Council approved the request of the Hunger Committee to enlarge the Committee by three members.

COUNCIL CONCURS WITH THE FOLLOWING COMMITTEE RECOMMENDATIONS:

1. Hunger Committee
2. International Mission Committee
3. Higher Education Committee

ACTIONS:

1. Presbytery voted to meet every other year in a two-day meeting at a Presbyterian educational institution in a retreat/business format and that emphasis at these meetings be placed on General Assembly issues.

2. John Barney, Presbyterian Church of the Covenant in Greensboro, and James Smith, Stony Creek (Class of '96) were elected to the Nominating Committee.

Request of the Higher Education Committee

The Higher Education Committee of Salem Presbytery received a copy of a resolution adopted by the Presbytery of Eastern Virginia urging the Synod of the Mid-Atlantic to affirm its historical role in campus ministry. Our Committee reviewed this resolution at its meeting on November 10. Based on a unanimous vote of the Committee, we ask Council to present this resolution before the Presbytery for discussion and endorsement and that if it passes the review of Presbytery, a letter be forwarded to Synod indicating Presbytery support for the resolution.

ACTION:

3. The Resolution was referred to the Bills and Overtures Committee and was passed during the report of the Bills and Overtures Committee later in the meeting (see page 14).

BUDGET AND FINANCE COMMITTEE

Richard Orr, Moderator

The report of the Budget and Finance Committee was included in the Packet and is admitted to record here.

1993 Financial Update: Salem Presbytery's Benevolence Budget anticipated receipts of $1,850,000 in 1993. Actual receipts totaled $1,848,170. The Presbytery received $1,068,375.88 from benevolence and program receipts (general operating and mission), and expended $984,452 (see Appendix D, pp. 37-49). Excess receipts over expenditures total $83,923.88. From this excess, $512 will be forwarded to the General Assembly and $301.90 to the Synod of the Mid-Atlantic to honor the 1993 commitment to these governing bodies; this complies with a previous action of the Presbytery stating that:

"All year-end unused budgeted benevolences available for Presbytery's use shall be spent in the following manner: First, commitments to General Assembly and Synod shall be fulfilled. Second, any unused funds in excess of our commitments to General Assembly and Synod shall be used at the discretion of the Presbytery upon recommendation of the Presbytery Council in consultation with the Budget and Finance Committee."

INTERNATIONAL MISSIONS COMMITTEE

Christie Leininger, Moderator

Christie Leininger introduced Rev. Chen who brought greetings and gifts from Hsinchu Presbytery to Salem Presbytery. Ms. Leininger spoke of other International Missions Committee activities. She presented a "thank you" certificate to Jane Hansel, First (Greensboro), for her work on the Mwandi Project. She presented an award for church excellence in international missions to the Starmount Presbyterian Church.

PEACEMAKING COMMITTEE

Gray Clark, Moderator

The Honorable Robin Britt, Secretary, Department of Human Resources for the State of North Carolina, spoke to the Presbytery on behalf of children's rights. The Hills Church in Pilot Mountain, and the Hawfields Church in Mebane were recognized for having signed the "Commitment to Peacemaking".

AMENDMENTS TO THE CONSTITUTION

Steve Pharr presented the proposed Amendments to the Constitution.

ACTION:

4. The Presbytery vote on the Amendments was as follows:

A.	Yes	E.1	No
B.1	No	E.2	No
B.2	No	F.1	Yes
B.3	Yes	F.2	Yes
B.4	Yes	F.3	Yes
B.5	Yes	G.1	Yes
B.6	No	G.2	Yes
B.7	No	G.3	Yes
C.1	Yes	G.4	No
C.2	No		
C.3	No		
D.1	Yes		
D.2	Yes		
D.3	Yes		
D.4	No		

PERSONNEL COMMITTEE
Elder Rosa Yourse, Moderator

The Personnel Committee conducted the annual performance review of the Reverend Dr. A. Michael Warren on February 1, 1994.

The review revealed that Reverend Warren is gifted in listening and confronting in gentle ways, that he is helpful without dominating, that he demonstrates an excellent match between personality, talent, and abilities. He is an asset to our Presbytery.

The Personnel Committee commends Michael Warren for his outstanding and effective job performance during the last year. We are thankful for his spirit, his creativity, and his commitment to our Lord Jesus Christ.

ACTION:

5. The Reverend Dr. A. Michael Warren was commended for his work for Salem Presbytery and Elder Rosa Yourse offered a prayer, thanking God for Mike and his life and work among us.

PRESBYTERIAN FOUNDATION

Doug Aitken introduced the Rev. Dr. Ken Hall of Pittsburgh who spoke briefly to the Presbytery about the Presbyterian Foundation.

EVANGELISM COMMITTEE
Robert Howard, Moderator

Shawn Barkley presented the report for the Committee.

STEWARDSHIP EDUCATION COMMITTEE
Michael Farris, Moderator

Doug Aitken made the report for the Committee. The Stewardship Education Committee presented the first annual Stewardship of Life Award to Forest Park Presbyterian Church in Statesville.

WORSHIP AND COMMUNION

At 11:30 a.m. the Presbytery joined in a service of Worship and Communion. The preacher was retiring Moderator, the Reverend Dr. Cynthia R. Higgins. Worship leaders were the Reverend Gail P. Nelson, the Reverend Paul S. Ryoo, and the Reverend W. Russell Ward, Jr. Guest musicians were the Korean First Presbyterian Church Choir, James W. Morrison, pianist, and Lindell Mills-Jolly, organist.

LUNCH

The Presbytery was recessed for lunch at 1:00 p.m. with prayer.

AFTERNOON SESSION

The Moderator reconvened the Presbytery at 1:15 p.m. The prayers of thanksgiving and intercession and the prayer of dedication for the Two-Cents-A-Meal Offering were led by Barbara Clawson.

SERVICE OF HONORABLE RETIREMENT

Presbytery joined in a service of Honorable Retirement for the Reverend Mr. Z. N. Holler and the Reverend John Truitt. Frank Dew and Craig Siler spoke of their contributions to the Church during their ministry respectively. John Handley presented to Mr. Holler and Mr. Truitt a framed Certificate of Retirement on behalf of Salem Presbytery.

REPORT OF THE EXAMINATIONS COMMITTEE

W. Russell Ward, Jr., Moderator

Presbytery proceeded with the examination of Carol Carpenter Fisher, and Paul R. Snell, who wish to transfer into Salem Presbytery. They have been examined and approved by the Examinations Committee of Presbytery.

RECEPTION OF CAROL C. FISHER

ACTION:

6. Presbytery approved the committee and floor examination Carol C. Fisher in accordance with Book of Order G-11.0402.

   a. Carol C. Fisher was received from National Capital Presbytery to accept the call of the Hawfields Presbyterian Church to serve as Associate Pastor effective January, 1994.

   b. Her credo which follows, was approved.

I believe in one God who is revealed in the three persons of the Trinity: Creator, Redeemer, and Sustainer. God created the universe and called it good and made us in God's own image. We were created to have a convenantal relationship with God and while God has remained faithful we have not. We, as human beings, have sinned in so far as we have separated ourselves from God and have not measured up to our God-given potential. We deserve to be forsaken, and yet, we receive forgiveness if we truly repent of our sins.

God's grace enables us to be saved through faith and this salvation centers around a personal relationship with Jesus Christ. I trust in Jesus Christ, the Son of God, who was with us in human flesh and is my Lord and Savior. Christ came to preach good news and He was crucified, giving His life for the sins of the world. God used this seeming defeat to proclaim victory in that Christ was raised from the dead thus redeeming all of humanity.

We have been blessed with the gift of the Holy Spirit who unites us in the body of Christ known as the church. The Spirit sustains and comforts us and calls us into service in the broken world in which we live. We are given the power to be God's servants and part of our service is to worship God. We are called to worship as individuals and families and especially as a corporate body of the community of faith. In worship, we experience what God has done, is doing, and will do in Jesus Christ. Hearing the Word of God from the Scriptures is of vital importance in order that we may know and obey God's will.

God is also present with us in the sacraments of baptism and the Lord's Supper which were instituted by Christ. The church uses the sacraments to commemorate the redemptive acts by which believers are united to Jesus Christ. As we are united in worship and the sacraments, so we become the body of Christ at work in the world. We are empowered and enabled to go forth in response to God's love to witness, feed the hungry, shelter the homeless, and to work for peace and justice.

It is a great comfort to me to know that nothing can separate us from the love of God and I eagerly await the return of my Lord and Savior. Meanwhile, I strive to be a faithful servant by living out the call of the prophet Micah to "do justice, love kindness, and walk humbly with my God."

c. Presbytery approved the establishment of an Associate Pastor relationship between Ms. Fisher and the Hawfields Presbytery Church effective January, 1994; approved the following Terms of Call; and the Call was ordered placed in her hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g.) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$18,500
Housing Allowance	5,550
Automobile Allowance	3,000
Expense Allowance	300
Book Allowance	550
Benefits Plan	7,250
Moving Costs	Provided
FICA	1,840
Vacation	Four Weeks
Study Leave	Two Weeks

Two months maternity leave with full pay

At least one day off per week

d. The following Commission was approved to install her on February 20, 1994, at 11:00 a.m. at Hawfields Presbyterian Church in Mebane, NC.

NAME	RESPONSIBILITY	MINISTER/ELDER
A. B. Plexico	Preside & Propound the Constitutional Questions	Minister
Phyllis Kort	Preach the Sermon	Minister
Henderson Scott	Charge the Minister	Elder
Kathy Boyer (National Capital Presbytery)	Charge the Congregation	Elder
Paul Davis	Lead in Worship	Elder
Troy Woodard	Lead in Worship	Elder
Joan Lafollette (Presbytery of Susquehanna Valley)	Lead in Worship	Minister
Phyllis Kort	Prayer	Minister

e. Ms. Fisher was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

ACTION:

7. Presbytery approved the committee and floor examination of Paul R. Snell in accordance with Book of Order G-11.0402.

    a. The work of Executive Director of Contact (Telephone Ministries) of Lexington, North Carolina, was declared a validated ministry (G-11.0403); and The Reverend Paul R. Snell of Charlotte Presbytery was received as an active member of Salem Presbytery engaged in a validated ministry in service beyond the jurisdiction of this Church (G-11.0411).

    b. His credo which follows, was approved:

I believe in God and I believe God. This is **faith.**

But who is God? In order to answer this or any question in this Statement Of Faith I believe that we must go to the Scriptures of the Old and New Testaments.

Genesis 1:27 - "So God created human beings, making them to be like himself. He created them to be male and female." (TEV) One interpretation - To be like God means to be "male and female." Therefore, the least we can say about God - androgynous. God is complete/whole (i.e., male & female). This suggests to me that I as a human being cannot find completeness/wholeness "by myself alone," but rather in relationship to other human beings who are different than me, such as in gender, but not exclusively so, and in many other ways. Thus, "to be like God" means to be in community; i.e., as in "Church," the Body of Christ, communion, friendship and fellowship with others, including very close friendships and family ties, and as in marriage. As God is in a complete/whole relationship with Godself and with the creation, I am commanded by God to love (to be in a complete/whole relationship) with God and my neighbor.

I believe that all my relationships - whether with God or myself, with my neighbors, with the creation all around me - are distorted, marred by **sin.** What is **sin**? The origin of sin, I believe, lies within the mystery of my being created "like God."

God is wholly and everywhere **free.** This is confirmed by both Reason (philosophy) and Revelation (the Scriptures). Likewise, God has created me to be free - another expression of what it means to be created "like God." Thus, I am free to say "Yes" or "No" to what God has revealed and commanded. God being free has the prerogative to command the creation, including human beings. When I say "No" to God's command - i.e., disobey - I am in effect declaring my independence of God and **myself** to be **first.** This is sin and this is, in fact, what I have done through my first parents, "the man" (Adam) and "the woman" (Eve) and this is what I continue to do in my own thoughts, feelings, words, and actions.

I believe in the bondage of the will. Sin is a paradox. I am created "like God" - free - but once I disobey God, I choose not freedom or bondage. In fact, this is how I was born into the world as a child of the first Man/Woman - a bondservant to sin. I am no longer free and I can no longer help myself or make my way back to God. I can only choose not God and what follows from that - thoughts, feelings, words and actions that distort all my relationships. The result of sin is ultimately my own spiritual death and the death of creation itself.

I believe that only as God chooses to save or rescue me from my own ill-choosing can I be saved. **The Good News** is - this in fact is what God has chosen to do on my behalf and on behalf of all creation. While I and all others are no longer free, God remains free. Out of God's glorious freedom and love (male & female; the Trinity), God has elected to set in motion a Holy Story, written into human history itself, for the salvation of all humankind and, with humankind, the creation or cosmos. That story begins with God's call of Abram, son of

Terah in Ur of the Chaldaeans, and culminates in the very Command of God or Holy Spirit made flesh in Jesus, child of Mary and Joseph of Nazareth of Galilee of Palestine at/around the year 4 A.D., his subsequent crucifixion outside of Jerusalem and burial some thirty years later by an act of a court of Rome; and, on the third day of his death and burial was raised by a powerful act of God from the dead; the denouement of the story is the Church - the Body of Christ - making known this holy story and living out it's new consequences in human history to the utmost ends of the earth and even beyond the earth, as we - the human race - have entered the Space Age.

I believe that God's New Story becomes my story as I have faith in Jesus Christ through hearing (in preaching) and receiving the Good News (in sacraments). The Good News is this - in Jesus Christ, our crucified and risen Lord, our sins are forgiven and, through the presence of Jesus Christ in word and sacrament by the Holy Spirit, we are empowered to obey (say "Yes to") God's commands. Hearing, receiving, empowerment are a result of the work of Holy Spirit in us. The Spirit leads and guides us to a true confession of sin and faith (the Creed).

I believe the Presence of Christ in preaching, receiving, and empowerment is the work of Holy Spirit. With God, the Spirit is everywhere free, present, and powerful to address sin and its consequences, to turn evil into good, to make my own story no longer the story of Adam/Eve, but God's Story (the Trinity) in human history and beyond human history in the Kingdom of God.

c. Mr. Snell was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

BILLS AND OVERTURES COMMITTEE

Charles Williams presented the report for the Bills and Overtures Committee. The committee considered 4 Overtures and/or Resolutions.

The Resolution from the Higher Education Committee of Salem Presbytery was referred to the Bills and Overtures Committee from Presbytery Council.

ACTION:

8. Presbytery endorsed the following Resolution:

Resolution on Synod's role in Campus Ministry

RESOLVED, that Salem Presbytery urges the Synod of the Mid-Atlantic to affirm Campus Ministry as a top level priority in the mission of the Synod, and that this priority be reflected in the allocation of staff time and budget resources by the Synod. We believe this action deserves support for the following reasons:

1. Field studies and analyses show that campus ministries play a critical role in retaining young adults in the church (The Reforming Tradition, Coalter, Mulder and Weeks; and Presbyterian Survey, Sept. '93, p. 23).

2. Campus ministry at ethnic minority institutions, a key issue in the Mid-Atlantic, are best supported on Synod level.

3. Major sponsorship by the Synod makes ecumenical cooperation with other judicatories more practical, since geographical boundaries vary from denomination to denomination.

4. Presbyterian families tend to send their young adults to colleges and universities throughout the Synod rather than keeping them within their own Presbytery. high profile campus ministry at the Synod level matches these demographic patterns.

5. The partnership strategy of our Synod is tailor-made for Synod to lead the way in devising a variety of coalitions to support campus ministry.

6. Higher education has historically been a major focus for Synod, defining the role of Synod for many churches.

7. Campus ministry is a direct service provided by the church to a critical sector of the population at an important passage through life.

8. For all the above reasons, Presbyteries and Presbyterians will support campus ministry on a Synod level.

In the light of the redistribution in 1994 of general mission giving from Presbyteries to Synod, we trust that the Synod of the Mid-Atlantic will honor the high priority historically given to Campus Ministry and will strengthen Synod's support of this mission effort.

An Overture came from the Session of First Presbyterian Church of Greensboro concerning the election of the Moderator of the General Assembly of the Presbyterian Church (U.S.A.)

ACTION:

9. The following Overture was referred to the General Assembly Advisory Committee on the Constitution for advice and counsel before any action will be taken by Presbytery.

Moderator of the General Assembly of the
Presbyterian Church (U.S.A.)

The office of Moderator of the General Assembly of the Presbyterian Church (U.S.A.) has both symbolic and affective significance for the Church. The one chosen as Moderator carries out many ceremonial functions throughout the world and embodies for the Presbyterian "public" a physical representation of the best of who we are.

In addition to the more mystical roles, the Moderator sets the tone of one General Assembly meeting by carrying out his or her moderating function. The one chosen for this Office appoints the Assembly Vice-Moderator, and committee moderators for the next Assembly, and is a voting member of the General Assembly Council. In addition he or she sits as an advisory member of future Assembly meetings, and for years has frequent advisory access to decision-making processes of our Church.

The Church should, therefore, take optimum care in aiding the wise and thorough preparation of the man or woman elected to this important office. The present Manual of the General Assembly provides for the election of the Moderator at the beginning of the same meeting over which he or she presides, thus the moderator-of-the-meeting role commences immediately upon election.

The one chosen would be much better prepared to fulfill the duties of this vital position if the function of moderating the Assembly meeting was the Moderator's last duty rather than the first. This proposed revision to the process called for in the present Manual of the General Assembly would provide ample time for the new Moderator to observe the style of the previous Moderator during the meeting at which he or she was elected. There would be a year to prepare both in terms of intended leadership style and in grasp of parliamentary order.

This proposed revision would allow the new Moderator to see the worldwide witness of our Church and its partners in ministry, and to know and understand the "mind of the Church" through the myriad of contacts afforded him or her. Prior to having to preside, the Moderator would become familiar with the ongoing working of the General Assembly and could be more fully prepared to understand the issues before the Church. Thus, the Moderator, before "moderating", would have significant input from the Church which would help the General Assembly meeting, over which he or she presides, to seek the will of Christ.

The extensive travels of the Moderator would be more focused and have more impact on the upcoming General Assembly rather than being largely symbolic and ceremonial. A Moderator better prepared and focused for the role would result.

This proposal has been discussed with some former General Assembly Moderators. These long time observers and participants in General Assembly meetings who have personally experienced the role of Moderator of the General Assembly of the Presbyterian Church (U.S.A) supported this revision of the process.

No basic change is proposed in the manner in which the Moderator is elected under Standing Rule 25.

Overture:

The Session of First Presbyterian Church (Greensboro) requests that Salem Presbytery overture the 206th General Assembly of the Presbyterian Church (U.S.A.) to amend the Manual of the General Assembly as follows:

1. In Standing Rule 25, Paragraph d, that the first sentence be amended by striking the word "its" and inserting the word "a", so that the sentence reads, "When the General Assembly is ready to elect a moderator, only one speech shall be made placing in nomination the name of each nominee".

2. In Standing Rule 26

   a. To amend the first sentence by striking the numbers "205th" and "(1993)" so that the amended sentence reads "The title of the Moderator is The Moderator of the General Assembly of the Presbyterian Church (U.S.A.)."

   b. Strike all of paragraph a. and insert: "The term of office for a Moderator shall begin with the adjournment of the General Assembly that elects him or her. He or she shall preside over the next meeting of the General Assembly or until a successor is elected."

3. Upon approval of these amendments the transition of this new sequence would be affected as follows: The next Moderator elected after these amendments are approved will preside over the General Assembly Meeting at which he or she is elected (the present sequence) AND the next General Assembly Meeting (the new sequence). Thereafter, the Moderator will be in office and preside as described above.

Two Overtures were received regarding the "Re-Imagining Conference" held in Minneapolis November 4-7, 1993.

OVERTURE TO SALEM PRESBYTERY BY THE SESSION OF STARMOUNT PRESBYTERIAN CHURCH

Approved 23 January, 1994

The Session of Starmount Presbyterian Church respectfully overtures Salem Presbytery to overture General Assembly of Presbyterian Church (U.S.A.) to initiate an investigation of national staff who participated in an ecumenical conference, "Re-Imagining God, the Community, and the Church."

If the investigation reveals activities of the participants from our National Staff and our sponsoring organizations which are heretical to our reformed doctrine, we request General Assembly to take appropriate action (including a refund of $66,000 from the Bicentennial Fund.

James E. Layman, Moderator — Betty Hankins, Clerk

OVERTURE FROM 14 MINISTER MEMBERS OF SALEM PRESBYTERY

We move that Salem Presbytery, as of this date, withhold transmission of all funds to the General Assembly and its attendant organizations until such time as Presbytery shall have made a thorough study and evaluation of the "Re-Imagining 1993" Conference held in Minneapolis on November 4-7, and discussed the entire matter on the floor of a subsequent Presbytery meeting. Such withholding of funds shall not extend to include the following:

a. Annual denomination-wide special offerings
b. Funds designated by congregations for support of specific causes
c. Any loan payments that may be due
d. Regular payments due to the Board of Pensions for medical and retirement programs
e. Responses to Presbyterian World Services Emergency Relief Alerts, to assist in natural disaster situations

Funds withheld under the provisions of this motion are to be set aside, and held in escrow, until the matter is resolved by the Presbytery.

J. Lawrence Ayers, Honorably Retired
Malcolm M. Bullock, First Church, Salisbury
Frank C. Collier, Immanuel Church, China Grove
Robert O. Freeman, Honorably Retired
Stephen A. Hundley, Prospect Church, Mooresville
George Hunter, Trinity Church, Salisbury
Robert M. Lewis, First Church, Salisbury
Robert M. Matthews, Fieldstone Church, Mooresville
William H. Morrison, Spencer Church, Spencer
Stephen A. Moss, Thyatira Church at Mill Bridge, Salisbury
Larry E. Summey, Franklin Church, Salisbury
W. Russell Ward, Jr., First Church, Asheboro
William Wing, Unity Church, Woodleaf
Chris E. Zorn, John Calvin Church, Salisbury

The Committee recognizes and shares the widespread concern, alarm and, in many cases, anger within Salem Presbytery over reports of the "Re-Imagining...God, the Community, the Church" held in Minneapolis, MN, November 4-7, 1993. Many of our people have received the "Leadership Alert" circulated by the independent publication "The Presbyterian Layman" and its subsequent regular issues. Some have read "The Presbyterian Outlook's" account or have received information from the General Assembly Council, other presbyteries, and from Methodist or Lutheran neighbors. Local newspapers in several of our cities have also reported on the conference from the vantage points of several denominations--all critically.

We have a grave concern that the charges levelled by "The Presbyterian Layman" are serious matters and must be taken seriously by Salem Presbytery and by the leadership of our whole denomination. We share the need of the sponsors of both the overture and the resolution to know what is being done by the General Assembly Council and any other groups within our Denomination who may have had sponsorship of this conference.

The Bills and Overtures Committee also has deep concern over what we consider to be precipitous the action called for in the resolution offered by the "Fourteen Minister-Members" calling on Salem Presbytery to withhold certain funds from the General Assembly as a means of getting the General Assembly Council's attention or of coercing it into action. We are equally gravely concerned at the message such decision by our Presbytery to withhold funds would send to our churches and members. We recognize that a subsequent meeting of Presbytery may choose this course of dramatic action, but the Committee does not recommend this as appropriate action at this time.

The Committee is of the unanimous opinion that such punitive action should not be considered until a thorough inquiry into the conference has been made to establish facts and to weed out fiction.

ACTIONS:

10. Presbytery voted to postpone action on the aforementioned recommendations until the inquiry called for below is completed and acted upon by Presbytery.

11. Presbytery directed its Stated Clerk to mail a pastoral letter immediately to all churches and Sessions reporting this Presbytery meeting's response to our concern about the conference and this action.

12. The Stated Clerk was also directed to send a letter immediately to the General Assembly Council before its February 14-16, 1994, meeting reporting to the Council the Presbytery's grave concern, the substance of the overture and resolution, and this Presbytery's actions in these recommendations.

13. The Committee to study the "Re-Imagining '93" Conference recently appointed by Salem Presbytery Council was dissolved and replaced with a Committee of Inquiry broadly representative of the Presbytery and with the following charge:

    -- Investigate thoroughly the planning for, funding of, programming and all aspects of the conference;

    -- Determine whether or not the theological integrity of our Presbyterian/Reformed tradition has been compromised by participation in and support of this conference;

    -- Determine if the "peace, unity and purity" of the church has been violated or furthered;

    -- Seek an accounting of the disposition and use of the $66,000 appropriated by the Allocation Committee of the Bicentennial Fund, and any other Presbyterian Church (U.S.A.) funds which may have been appropriated for this conference;

    -- Pray earnestly that God will use this process for the instruction, training and correction of the Church of Jesus Christ;

The Committee of Inquiry will be constituted by nine (9) members as follows:

Bob Fiedler (Moderator)
Jean Rodenbough
Steve Moss
Herb Nelson

The remaining five (5) will be Elders chosen by Presbytery's Council in its February 10, 1994, meeting from nominations received by Wednesday, February 9, 1994.

14. This Committee of Inquiry was directed to report no later than the April 26, 1994, meeting of Presbytery and/or at a special meeting of Presbytery called before April 26, 1994, to receive its report (should such special meeting be called).

15. The General Assembly Council will be urged to complete its own investigation of this conference and make its report(s) to the denomination, including its own actions and responses.

16. Presbytery concluded its discussion and action of this report and recommendations with special prayer.

COMMITTEE ON MINISTRY
JIM RISSMILLER & ANN JAHNES, CO-MODERATORS

Actions Taken on Behalf of the Presbytery and Reported to the Next Stated Meeting

ACTIONS:

17. Dissolved the relationship between The Reverend McLean Faw and the Memorial Presbyterian Church, Greensboro, North Carolina, effective December 31, 1993.

18. Dissolved the relationship between The Reverend Z. N. Holler and the Presbyterian Church of the Covenant, Greensboro, North Carolina, effective December 31, 1993.

19. Transferred The Reverend William Stacy Johnson, faculty member at Austin Theological Seminary, to the Presbytery of the Pines.

20. Gave affirmative counsel to Session of Faith Presbyterian Church, Greensboro, North Carolina, in securing The Reverend Suzanne Henderson to serve in a part-time temporary supply relationship.

21. Gave affirmative counsel to the Session of El Bethel Presbyterian Church, Eden, North Carolina, in securing The Reverend Robert E. Lee to serve in a temporary supply relationship.

22. Concurred with the action of the Session of the Graham Presbyterian Church, Graham, North Carolina, in inviting The Reverend Joan Lafollette to serve as Interim Associate Pastor beginning November 8, 1993.

Requests for Retirement

ACTIONS:

23. The Reverend Z. N. Holler was granted the status of Honorably Retired, effective December 31, 1993.

24. The Reverend William H. Morrison was granted the status of Honorably Retired, effective April 30, 1994.

Appointment of Moderator of Session

ACTIONS:

25. The Reverend Kay M. Misenheimer was appointed Moderator of the Session of Faith Presbyterian Church, Greensboro, North Carolina.

26. The Reverend Hewon Han was appointed Moderator of the Session of Korean First Presbyterian Church, Greensboro, North Carolina.

Stated Supply Relationships

ACTION:

27. The Stated Supply relationship between The Reverend William F. Lawrence and the Yadkin United Presbyterian Church, Mebane, North Carolina, was renewed for a period of one year, from February, 1994 to February, 1995.

Associate Pastor Emeritus

ACTION:

28. The Presbytery approved the election of The Reverend James Banbury by the congregation of the Highland Presbyterian Church, Winston-Salem, to the honorary relationship of Associate Pastor Emeritus.

Requests to Labor Within the Bounds of Salem Presbytery

ACTIONS:

29. The Reverend James S. R. Tippens of New Hope Presbytery was granted permission to labor within the bounds of Salem Presbytery to engage in temporary supply relationships.

30. The Reverend Joan Lafollette of Susquehanna Valley Presbytery was granted permission to labor within the bounds of Salem Presbytery to serve as Interim Associate Pastor of the Graham Presbyterian Church, Graham, North Carolina.

31. The Rev. Kurt Johnston was granted permission to labor within the bounds of Salem Presbytery as Interim Pastor, First Presbyterian Church, Eden, effective November 26, 1993, to February 28, 1994.

Interim Pastoral Relationships

32. The Interim Pastor Agreement between The Reverend Jean Rodenbough and Speedwell Presbyterian Church was renewed for one year effective February 6, 1994.

33. The Interim Pastor Agreement between The Reverend Roger Marrow and Second Presbyterian Church, Salisbury, was renewed for one year effective January 1, 1994.

Changes in Terms of Call

ACTION:

34. The attached changes in terms of call were approved: (See Appendix E, pp. 50-53.)

ACTIONS:

35. The vacancy dues for Cleveland Presbyterian Church and Oakland Presbyterian Church were forgiven.

36. Pastor Emeritus status for Don Lannon, at the request of the Guilford Park Presbyterian Church, was approved.

37. Sandy Ridge Presbyterian Church was granted a waiver from electing new elders for the year 1994.

38. The Rev. George W. Alexander was dismissed to Abingdon Presbytery effective February 5, 1994, so that he can accept the call of the Buchanan Presbyterian Church of Grundy, Virginia.

39. Presbytery approved the following credo for Katherine L. Carpenter:

My statement of faith begins with God for that is where faith begins - with the mystery of God. God has been since before there was time. We cannot imagine it. Out of love, God created all that is and called the creation good. The wonder and the vastness of God are reflected in all of God's creation. People, too, are part of this creation. We are created in God's image and are loved infinitely by God.

We also are alienated from God, from ourselves and from the rest of creation. We forget that we are not the creator and try to be God. This is called sin and it is a part of our being.

In spite of our sin, God continues to love us and desires to be reconciled to us. God's love is greater than the power of sin. To show us this great love, God became incarnate in the person of Jesus Christ. Christ lived among us showing people how to live and unmasking the powers of sin and death. Jesus showed us the possibilities for life and lived out the Kingdom of God. Jesus was fully human and fully God. People could not tolerate Jesus' way of life and killed Jesus. God is more powerful even than death and God raised Christ from the dead - overcoming death forever.

In Christ, we are reconciled to God, we are given life, and we are made whole.

In the person of the Holy Spirit, God continues to work in the world. Throughout the centuries, the Spirit has been at work in men and women, calling them to faith and empowering them to show forth God's love in a broken world. Christ's work of reconciliation continues in and through the church - the body of Christ. The church is made up of broken human beings, yet, through the Holy Spirit, we are given the power to act in Christ's name. The church is called to continue Christ's work of justice and reconciliation being an agent of transformation wherever there is hatred, oppression and death.

In Scripture, we find the stories of how God has acted in the lives of men and women and in the world since the beginning of time. This is our story as God's people. It tells us of how God established a covenant with us through the people of Israel and later through Jesus Christ. Scripture speaks to us of the life of Christ and of the beginnings of the church. It continues to teach us and to inspire us.

I believe that God is at work in the world today just as surely as God always has been at work. I believe that God speaks to us through prayer and that God continues to call us to act on behalf of the poor and the oppressed bringing sight to the blind, healing those who are sick and ministering to all who are in need. I believe God has placed gifts within each person. God calls each of us to use our gifts in the world.

40. In accordance with G-14.0314 a., and pending her successful examination by the Presbytery of Greater Atlanta, Salem Presbytery acceded to the request of the Presbytery of Greater Atlanta and appointed the following Commission to meet on Sunday, March 27, 1994, at the New Creation Community Church to ordain, enroll, and transfer Katherine L. Carpenter to the Presbytery of Greater Atlanta.

NAME	RESPONSIBILITY	MINISTER/ELDER
Ms. Ann McKee	Preside and Propound the Constitutional Questions	Elder
Dr. Philip R. Gehman		Minister
Dr. Cynthia Higgins	Charge the Minister	Minister
Rev. Frank Dew	Charge the Congregation	Minister
Ms. Evelyn Edwards	Lead in Worship	Elder
Dr. George Carpenter	Prayer of Ordination	Minister
Ms. Carol Carpenter		Elder
Dr. Charles Campbell Foothills Presbytery	Preach the Sermon	Minister

COMMITTEE ON PREPARATION FOR MINISTRY

Jean Rodenbough, Moderator

ACTION:

41. The following persons were enrolled as Inquirers, under the provisions set forth in G-14.0303:

Margaret Crowell	First Presbyterian Church, Greensboro
Debbie Layman	Starmount Presbyterian Church, Greensboro

ACTION:

42. Dr. Wesley Kort was enrolled as an "Extraordinary Inquirer," under the terms designated in G-14.0313. The reasons for such a designation are as follows:

Dr. Kort is a graduate of Calvin Theological Seminary, having received a B.D. degree there in the 1950's (transcripts are available through our committee). He then went on to graduate work at the University of Chicago, and completed his Ph.D while at the same time serving as a pastor to various churches in the Christian Reformed Church, his original denomination. After teaching at Princeton University and continuing to serve churches, he and Phyllis moved to Durham where he has been teaching in the Dept. of Religion at Duke University since the mid-1960's. During those early years at Duke he and Phyllis, now an ordained minister serving as Associate Pastor at Burlington First, joined the Westminster Presbyterian Church in Durham. Wesley served as an Elder in that congregation and now is an Elder at Burlington First, where his membership now resides.

Dr. Kort has completed three years of Greek and one year of Hebrew, as well as one year each in New Testament exegesis and Hebrew Bible exegesis. He has written books and articles and is a recognized scholar in the field of Bible and literature. At present he serves two small churches in the Oxford area but is not able to preside over the sacraments. Because he decided on a teaching ministry early in his career, he was not "ordainable," according to the practice of the Christian Reformed Church, and did not pursue ordination after joining the Presbyterian Church.

He now feels called to ordained ministry, and after considerable and prayerful thought came to our Committee to begin the process. Because of his long experience in the ministry in various ways, especially that of teaching and preaching, and because of his respected academic background and strong Reformed theology, we believe he should be considered as an "Extraordinary Candidate" (G-14.0313) so that the total time to complete this preparatory process for ordination be shortened. We find him extremely qualified for ordination and expect his continued ministry in new directions to bless those to whom he ministers as well as the work of Salem Presbytery and the Church at large. He has been heartily endorsed by the Session at First Church, Burlington, and strongly recommended by the head of staff, the Rev. Charles Williams.

HUNGER COMMITTEE

Barbara Clawson, Moderator

The Salem Presbytery Hunger Committee met on a monthly basis during 1993. Subcommittees, which met frequently, also contributed to the ability of the committee to address the responsibilities described in the mission of the Committee.

Major activities for 1993 included the following:

Completed Memorandums of Agreement for our partnerships in Ghana and Zaire. Salem Presbytery is the primary partner for Ghana and secondary partner in Zaire; the Presbytery of New Hope is the secondary partner for Ghana and primary partner for Zaire. Approved by Presbytery in April, 1993.

Developed, in cooperation with the Hunger Committee in New Hope, an "Operations Procedures" document for our international partnerships in Ghana and Zaire.

Revised "Guidelines for the Use of Restricted Hunger Funds" to include use of funds for emergency situations. Approved by Presbytery in April, 1993.

Continued to support partnerships in Ghana and Zaire through correspondence, prayer, and personal contacts.

Planned and coordinated visit in Salem Presbytery in July for the Rev. Ohemeng Boakye.

Endorsed and provided funds for Charles and Marian Cameron to serve as Volunteers in Mission for three months in Ghana to assist in the continuing development of our partnership in the Afram Plains.

Approved the selection of Clarence Jolly to serve as representative at the Christian Health Center Board meeting in Zaire. Due to political unrest in the country, the trip was canceled.

Participated in session with Larry Sthreshley, Zaire mission co-worker, for update on situation in Zaire and the Christian Health Center.

Planned two of the sessions for Kaleidoscope and one session for the International Missions Conference.

Promoted Hunger Committee activities through numerous presentations to churches, letters to churches related to their level of participation in Pennies for Hunger/2-Cents-A-Meal, contributions to the Sampler, and reports at Presbytery meetings.

Contributed to production costs for the video "Unity Against Hunger and Homelessness" in North Carolina.

Began plans for a mission trip to visit our partnership in Ghana. Approved by Council in June, 1993.

Met with Hunter Ferrell from Worldwide Ministries, General Assembly, to review partnerships in Ghana and Zaire.

Responded to request from Goals and Evaluation Committee for evaluation of Salem's structural design/mission statement with particular reference to the Hunger Committee. Requested an increase of three to the Hunger Committee membership.

Approved the following distribution of Pennies for Hunger/Two-Cents-A-meal funds:

Domestic - 17 grants	$39,596.00
Ghana Partnership	38,367.59
Zaire Partnership	20,000.00
Partnership Exchange	6,556.36

ACTION:

43. By action of Salem Presbytery, March 13, 1994, was designated as a Day of Prayer throughout Salem Presbytery for the Christian Health Center in Mbujimayi and the nation of Zaire, and the day was designated as the beginning of continuing prayer for the Christian Health Center and the nation of Zaire.

NOMINATING COMMITTEE
Ed Mack, Moderator

ACTIONS:

44. Salem Presbytery elected the following persons to fill vacancies in the structure as stated:

COUNCIL
Moderator: Murray White - High Point First

Class of '94
____________________ r Scales

ADULT MINISTRY
Class of '95
____________________ r Woodall
____________________ r Paulson

CAMP GRIER
Class of '95
Nathan Thomason - Franklin r Norman

CAMP GRIER/PRESBYTERIAN POINT COMMITTEE
Property Sub-Committee

Class of '94
____________________ vacant

CHURCH DEVELOPMENT
Moderator: Rev. David Lee Andrews - Concord

Class of '96
Fred Coates - Mooresville - r. Hundley
____________________ r Oates

COMMUNICATIONS
Moderator: ____________________

Class of '96
Graham Smith - Hawfields - r Bailey
____________________ Vacant

CRIMINAL JUSTICE
Class of '95
____________________ r Askew

ECUMENICAL RELATIONS
Class of '96
Rev. Ethel Simonetti r Marrow

EDUCATIONAL MINISTRY
Moderators: Curtis Patterson
Janice Welborn

Class of '94
_________________ r Ward

EXAMINATIONS
Class of '95
Rev. Hank Keating r Woodmansee

EVANGELISM
Moderator: Rev. Robert Howard - Statesville First

GOALS AND EVALUATIONS
Class of '96
_________________ vacant

HIGHER EDUCATION
Moderator: Jim Van Hecke - Greensboro First

HUNGER
Class of '94
Rita Taggart - Mt. Tabor

Class of '95
Leonard Campbell - Reid Memorial

Class of '96
Georgia Henry - Dellabrook

INTERNATIONAL MISSIONS
Moderator: Ms. Christie Leininger - St. Paul (Greensboro)

MINISTRY
Class of '96
Rev. Bob Cleveland r Milam

PERSONNEL
Moderator: ______________________

Class of 94
__________________ Vacant

PREPARATION FOR MINISTRY
Class of '95
__________________ r Rev. David Daniel

Class of '96
__________________ r Rev. Z. Holler
__________________ r Allen

RESOURCE
Class of '96
__________________ r Richardson
__________________ r Galloway

SINGLES
Class of '96
_________________ r Jackson

SOCIAL JUSTICE
Class of '95
_________________ r Bonner

Class of '96
_________________ r McBryde

WOMEN'S MINISTRY
Class of '95
_________________ r Coley

WORSHIP AND MUSIC
Moderator: Julia Richmond

45. GENERAL ASSEMBLY COMMISSIONERS AND ALTERNATES

Request for change in assignments from two 1994 Principal Commissioners:

1. Minister Commissioner - Pat Stewart is unable to attend in '94 because of an unanticipated schedule conflict.

   To be replaced by '94 alternate

2. Elder Commissioner Nancy Spann of First (Boone) also has discovered a schedule conflict that will prevent her attending.
   Alternate Commissioner nominee Dianne Luce of Parkway has agreed to exchange places with her so that Mrs. Spann would become a '94 Alternate and Mrs. Luce a '94 Principal.

   '94 Alternate Commissioners and Youth Advisory Delegates to the General Assembly (if not called on this year, to go to the Assembly as Principal Commissioners in 1995)

   Ministers

   Jamie Pharr - Bethany (Statesville)
   Denny Sebesan - Jamestown
   Lucius Gray - Alamance
   Sam Stevenson - Grace

   Elders

   Dianne Luce - Parkway
   * First (Reidsville) - Male
   * Westminster - Male
   * Logan - Female

   Youth Advisory Delegate

   * First (Burlington) - PRINCIPAL
   Melissa Raymer, Thyatira, ALTERNATE
   Matthew Hawkins, Madison, ALTERNATE

   *Request church to provide name

46. Synod Committee Nominations

Racial Ethnic Ministries
Rev. Molly Morgan, Interim Madison

Presbyterian Institutions
Martha Lou Anderson, Starmount

North Carolina Council of Churches
Graham Lynch, First (Winston-Salem)

Nominated for 2nd Term

Synod Council
Fred Ward, Parkway

REPORT OF THE STATED CLERK

Elder-Minister Balance at Presbytery Meetings

As required by the Book of Order G-11.0101b., I report that we have 223 ministers who are resident members of Salem Presbytery and 186 potential elder commissioners from our 154 congregations.

Therefore, there is an imbalance of 37 more ministers than elders.

Following the plan adopted in 1989 (April 6 meeting), the following action will redress that imbalance.

ACTION:

47. Presbytery invited each of the 21 racial ethnic congregations to send one additional elder commissioner above that number authorized by the Book of Order and the remaining 16 elder commissioners were invited from the following churches (the April, 1989, Meeting approved that these additional commissioners be determined alphabetically [by town]) beginning with the April, 1994, meeting and continuing through the First Stated Meeting of 1995:

Hope View
Korean First
Memorial
New Creation
Sedgefield
St. James
St. Paul (Greensboro)
Starmount
Vandalia
Westminster (Greensboro)
Gulf
Tabor
Crestwood
Greensboro First
Forest Hills
Randolph

Administrative Commission of the Harmony Presbyterian Church

The Administrative Commission for the Harmony Presbyterian Church was established in April of 1993 for the purpose of complying with the wishes of the Harmony Presbyterian Congregation for its dissolution and to deal with matters pertaining to that dissolution. The dissolution became effective at the October 26 meeting of Salem Presbytery.

The Commission has met on three occasions and has polled the membership as to their wishes for their church membership; has secured care and maintenance for church properties; has transferred church funds to Salem Presbytery; has discussed matters related to the disposal of church property with interested parties.

In regard to the disposal of church property, the Commission offers the following recommendation to clarify its authority:

ACTION:

48. Salem Presbytery authorized the Administrative Commission for the Harmony Presbyterian Church to act on behalf of Salem Presbytery in the disposal of real church properties which belonged to the former Harmony Presbyterian Church.

Memorial Church Request Concerning Exception from Chapter 8 Provision on Property

On June 24, 1984, the congregation of Memorial Church (Greensboro) claimed the exception provided in G-8.0701. That action was reported to the former Orange Presbytery but by oversight was not recorded in the official minutes of Orange Presbytery.

ACTION:

49. Salem Presbytery instructed the Stated Clerk to add the Memorial Church to the list of those churches claiming the exception allowed in G-8.0701.

Concerning John E. Bolton, Jr. Complaint Against the Alamance Session

The Synod of the Mid-Atlantic Permanent Judicial Commission has sustained the Salem Presbytery Permanent Judicial Commission's earlier decision in this case by not sustaining any of Mr. Bolton's complaints.

Word has come from the General Assembly Permanent Judicial Commission that Mr. Bolton filed a notice of appeal of the Synod's decision.

For Your Information

1. California Earthquake Relief

   Fax and letter from Presbyterian World Service regarding Presbyterian response to the California earthquake

   GA Disaster Relief Numbers are:
   California Earthquake Relief: #2000110
   Church Repair, California Earthquake: #2000111

2. Concerning the Illness of Ella Mae Phelps

   Ella Mae Phelps, a long-time employee of Grace Presbyterian Church (W-S) and of the former Yadkin Presbytery, is now a resident of Meadowbrook Manor Nursing Home in Clemmons. Having battled cancer valiantly and with humor for a number of years, Ella Mae suffered a serious stroke on December 19th. When you are in Clemmons doing the work of our presbytery, please also pursue the work of care and compassion by visiting Ella Mae in Room 203 at Meadowbrook Manor. If you cannot come, send greetings through the mail by way of Steve and Jamie Pharr, 8017 Riverview Dr., Clemmons, NC 27012. She needs to know of our care and love.

3. Former Orange Presbytery DCE Frances Pritchett Dies

   Miss Frances Roach Pritchett was a native of Alamance County and for many years served the former Orange Presbytery as a Christian Educator. A former resident of the Presbyterian Home of Hawfields, she died on January 23, 1994, at the family home after several years of failing health. She was a member of the First Church (Burlington).

4. Letter from Second Presbyterian Church of Lexington, which will celebrate her 75th Anniversary during morning worship on Sunday, April 17, 1994, at the Church. Congratulations to Second Church.

5. Letter from McLean Faw renouncing jurisdiction (G-6.0501).

RESOLUTIONS COMMITTEE

Bob Yoder and Katy Reed wrote, Bob Yoder presented and Presbytery approved the following resolution and included it as a part of the Minutes of this Twenty-First Stated Meeting of Salem Presbytery.

ACTION:

50. We the ministers and commissioners having met at the Twenty-First Stated Meeting of Salem Presbytery on February 5, 1994, at the First Presbyterian Church of Asheboro, North Carolina, do now give thanks to God:

    For the gracious hospitality extended by the many members of the First Presbyterian Church of Asheboro and her ministers, Russ Ward and Robert Tolar, for their new and beautiful facilities, for a delicious meal, and for the way they attended to our every need;

    For the myriad of languages, races, and cultures in worship and music and for the way we are related to a partnership in mission in Zaire, Africa, and to Hsinchu Presbytery in Taiwan, and we also thank God for the wider ministry of the Kingdom through an ecumenical visitor from the Church of God;

    For significant ministries that were recognized as certificates of appreciation were presented for work accomplished as newly begun, and we thank God for the ministry of Dr. A. Michael Warren in his labors among us;

    For the thoughtful discussions of controversial issues which were conducted without personal acrimony;

    For inspiring worship that called us to reconciliation as we gathered at the common table of our Lord;

For challenging presentations from Peacemaking in regard to children's rights from Robin Britt, Secretary of the Department of Human Resources of the State of North Carolina and from Stewardship in regard to the ongoing work of the Presbyterian Foundation as it was presented by the Reverend Dr. Ken Hall of Pittsburgh;

For work in ministry accomplished by Z. Holler and John Truitt with best wishes as they meet new challenges in the coming years;

For the anticipated ministries of Paul R. Snell as Executive Director of CONTACT Telephone Ministries, of Carol Carpenter Fisher as an Associate of Hawfields Presbyterian Church, and Katherine Carpenter in her new work as Campus Minister at Agnes Scott College in Greater Atlanta Presbytery.

For inquiries into further ministry by Margaret Crowell, Dr. Wesley Kort, and Debbie Layman and their growth in Christ as they see the mind of the Lord;

For all who were elected to serve in the various committees of Salem Presbytery and as commissioners to the General Assembly;

And finally, for all reports made and efforts extended for the furtherance of God's Kingdom;

We leave with a renewed commitment to serve our Lord and Savior. All praise be to God: Father, Son, and Holy Spirit. Amen.

ELECTION OF MODERATOR AND MODERATOR-IN-NOMINATION

After thanking Cindy Higgins for her service as Moderator in 1993 and 1994, Presbytery elected Elder W. Erwin Fuller, Jr., from First Presbyterian Church in Greensboro, as Moderator for the 1994-1995 term. Ms. Margaret Marks from the Calvary Presbyterian Church in Statesville was elected as Moderator-in-Nomination.

ADJOURNMENT AND BENEDICTION

There being no further business, the Twenty-First Meeting of Salem Presbytery was adjourned with prayer by the newly elected Moderator at 3:52 p.m. The next meeting of Salem Presbytery is scheduled for April 26, 1994, at 9:00 a.m. at the Guilford Park Presbyterian Church in Greensboro, North Carolina.

Attested:

John M. Handley

John M. Handley
Stated Clerk

APPENDIX A

SALEM PRESBYTERY
TWENTY-FIRST STATED MEETING
FIRST PRESBYTERIAN CHURCH
ASHEBORO, NORTH CAROLINA

DOCKET

February 5, 1994

*** Denotes Order of the Day**

8 a.m.	Registration and Refreshments	
*** 9:00**	**CALL TO ORDER AND OPENING PRAYER**	*Cindy Higgins*
	ORGANIZATION OF THE PRESBYTERY Quorum Docket and Omnibus Motion Welcome Moderator's Welcome to any corresponding members present and elders attending Presbytery for the first time Greeting from Ecumenical Visitor The Rev. Mr. Charles Ledford, Pastor, Sunset Avenue Church of God, President of Asheboro Ministerial Association Communications Appointment of Standing Committees	*Cindy Higgins*
	COUNCIL	*Murray White*
	INTERNATIONAL MISSION Greeting from Hsinchu Presbytery by Rev. Chen	*Robert Pittard/Christie Leininger*
*** 9:45**	**PEACEMAKING COMMITTEE** Guest speaker the Honorable Robin Britt, Secretary, Department of Human Resources, State of N. C.	*Gray Clark*
	CONSTITUTIONAL AMENDMENTS	*Steve Pharr*
	TELLIT! (Worship & Music)	
	PERSONNEL COMMITTEE	*Rosa Yourse*
	PRESBYTERIAN FOUNDATION Rev. Dr. Ken Hall of Pittsburgh	*Doug Aitken*
	EVANGELISM COMMITTEE	*Shawn Barkley*

	STEWARDSHIP EDUCATION COMMITTEE Stewardship of Life Award	*Michael Farris*
***11:30**	**WORSHIP AND COMMUNION** Necrology of Elders who died in 1993 Preacher: Retiring Moderator, Rev. Mrs. Cindy Higgins	*Russ Ward*
***12:30**	**LUNCH**	
*** 1:15**	**PRAYERS & 2-CENTS/PENNIES DEDICATION**	*Barbara Clawson*
	CELEBRATION OF HONORABLE RETIREMENT Z. N. Holler John G. Truitt	
	EXAMINATIONS William Riche DeLong Katherine Carpenter Fisher Paul R. Snell	*Russ Ward*
	OVERTURES	
	COMMITTEE ON MINISTRY	*Jim Rissmiller*
	PREPARATION FOR MINISTRY	*Jean Rodenbough*
	HUNGER COMMITTEE	*Charles Cameron*
	TELLIT! (Social Justice)	
	NOMINATING COMMITTEE	*Ed Mack*
	STATED CLERK'S REPORT	*John Handley*
	RESOLUTIONS COMMITTEE	
	ELECTION OF MODERATOR Nominee: Elder Erwin Fuller, Jr. Greensboro First Church	*Cindy Higgins*
	CLOSING PRAYER & BENEDICTION	*Erwin Fuller, Jr.*
*** 3:52**	**ADJOURNMENT**	

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
February 5, 1994

A. Supporting information on minister changes:

1. To other presbyteries

: William Stacy Johnson - to Presbytery of the Pines

2. From other presbyteries

: William Riche DeLong - to work as Chaplain and Supervisor-in-Training at North Carolina Baptist Hospital, Winston-Salem, NC, from de Cristo Presbytery

: Carol Carpenter Fisher - called to Hawfields Church as Associate Pastor, from National Capital Presbytery
- Call Forms
- Installation Commission

: Paul R. Snell - to work as Executive Director of Contact (Telephone Ministries) of Lexington, NC, from Charlotte Presbytery

Reference: Committee on Ministry

B. Minutes of Ordination/Installation Commissions

1. James Randy Hall, Pastor, Fairmont Church
2. Donald G. Scofield, Jr., Pastor, Flat Rock Church

Reference: Committee on Ministry

C. Ordination Commission for Katherine L. Carpenter, Candidate under care of Salem Presbytery, being ordained by Salem and dismissed to Greater Atlanta Presbytery

Reference: Committee on Ministry

D. Application To Be Enrolled by Presbytery as an Inquirer

1. Debbie Ann Layman

Reference: Committee on Preparation for Ministry

E. Chapter 8 Exemption

Memorial Presbyterian Church, June 24, 1984

Reference: Stated Clerk

F. Letters from the Session of First Presbyterian Church of Asheboro and the Starmount Presbyterian Church Session regarding the women's conference held recently in Minneapolis, MN

Reference: Presbytery Council

G. Letter from the General Assembly Permanent Judicial Commission concerning notice of appeal filed by John E. Bolton, Jr. regarding his Complaint against the Alamance Presbyterian Church

Reference: Stated Clerk

H. FAX from Presbyterian World Service regarding Presbyterian response to the California earthquake

Reference: Stated Clerk

I. A note to inform Presbytery that Ella Mae Phelps, a long-time employee of Grace Presbyterian Church and of the former Yadkin Presbytery, is now a resident at Meadowbrook Manor Nursing Home in Clemmons

Reference: Stated Clerk

J. Letter notifying Salem Presbytery of the death on January 23 of Miss Frances Pritchett, former long-time employee of Orange Presbytery

Reference: Stated Clerk

APPENDIX C

MINUTES OF COMMISSIONS COMMITTED TO THE RECORD

The Presbytery received and admitted to record the following minutes of Administrative Commissions appointed to ordain/install ministers.

INSTALLATION OF JAMES RANDY HALL
AS PASTOR OF THE FAIRMONT PRESBYTERIAN (LEXINGTON, NC)

The Commission appointed by Salem Presbytery to install J. Randy Hall as Pastor of the Fairmont Presbyterian Church met at the Fairmont Church on November 6, 1993, at 6:45 p.m. The meeting was called to order by Michael Warren. The prayer was offered by Michael Warren. The following members were present: Ministers Michael Warren, Billy F. Sosebee, James Grant, Leland Richardson, James Mitcham; Elders Rebecca Jo Peoples, Frank King, and Arlena Edwards. Michael Warren was elected Moderator and Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a service of worship at 7:00 p.m., the Moderator presiding. Bill Sosebee preached the sermon using as his text Genesis 32:22-32 and Ephesians 6:10-13 and his topic, "Wrestling with the Angel". Michael Warren propounded the constitutional questions to the minister. Arlena Edwards propounded the constitutional questions to the congregation. James Mitcham offered the prayer of installation. James Randy Hall was declared duly installed as Pastor of Fairmont Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Leland Richardson charged the Pastor, and Billy Sosebee charged the congregation.

James Randy Hall, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Michael Warren.

INSTALLATION OF DONALD G. SCOFIELD, JR.
AS PASTOR OF FLAT ROCK PRESBYTERIAN CHURCH (MT. AIRY, NC)

The Commission appointed by Salem Presbytery to Install Donald G. Scofield, Jr. as Pastor of the Flat Rock Presbyterian Church, met at the Flat Rock Church on November 7, 1993, at 4:00 p.m. The meeting was called to order by Paul Ridolfi. The prayer was offered by Paul Ridolfi. The following members were present: Ministers Paul Ridolfi, Jesse Bledsoe, Thomas Bagnal; Elders LaDonna McCarther and A. L. McAlexander. Paul Ridolfi was elected Moderator and LaDonna McCarther, Clerk of the Commission. Guest minister Carl Luthman of Newton Presbytery was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a service of worship at 4:00 p.m., the Moderator presiding. Carl Luthman preached the sermon using as his text John 1:6-14 and Matthew 5:3-16 and his topic, "Ye Are the Light in the World". Paul Ridolfi propounded the constitutional questions to the minister. Carl Luthman offered the prayer of installation. Donald G. Scofield, Jr. was declared duly installed as Pastor of Flat Rock Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Tom Bagnal charged the Pastor, and A. L. McAlexander charged the congregation.

Donald G. Scofield, Jr., the newly installed pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by LaDonna McCarther.

APPENDIX D

DATE: 01/13/94 SALEM PRESBYTERY PAGE: 1
TIME: 16:27:34

BALANCE SHEET
ALL FUNDS & DEPTS
AS OF: 12/31/93

ASSETS

CASH AVAILABLE

110100	CASH IN CHECKING ACCT.	$6,401.68-	
110200	PETTY CASH	$50.00	
111400	MONEY MANAGEMENT ACCOUNT	$122,916.21	
210100	CASH IN CHECKING ACCT.	$73.37-	
211200	CERTIFICATES OF DEPOSIT	$.00	
211400	MONEY MANAGEMENT ACCOUNT	$363,348.60	
410100	CASH IN CHECKING ACCT	$.00	
411400	MONEY MANAGEMENT ACCOUNT	$138,125.82	
411500	CASH - RENTAL DEPOSITS	$.00	
412000	INVESTMENTS-P. FOUNDATION	$91,616.79	
510100	CASH IN CHECKING ACCOUNT	$1,429.00-	
511400	MONEY MANAGEMENT ACCOUNT	$15,238.78	
610100	CASH IN CHECKING ACCOUNT	$85.00-	
611400	MONEY MANAGEMENT ACCOUNT	$19,045.32	
611500	CASH - RENTAL RECEIPTS	$.00	

	TOTAL CASH AVAILABLE		$742,352.47

RECEIVABLES

115500	ACCOUNTS RECEIVABLE	$92.50
115600	ACCOUNTS REC	$.00
116800	YEAR-END RECEIVABLES	$3,006.12
116904	WILKES	$.00
116905	DAVIDSON	$.00
116906	CATAWBA	$.00
116907	FORSYTH	$665.26
116909	IREDELL	$.00
116911	MECKLENBURG	$2.39
116915	WAKE	$.00
116917	GUILFORD	$237.63
215500	ACCOUNTS RECEIVABLE	$.00
216000	NOTES REC DUKE UNIVERSITY	$33,000.00
216500	BENEVOLENCES RECEIVABLE	$142,117.05
216800	YEAR-END RECEIVABLES	$4,870.25
216906	CATAWBA	$.00
216907	FORSYTH	$.00
216908	CHATHAM	$20.48
216909	IREDELL	$.00
216911	MECKLENBURG	$.00
216915	WAKE	$.00
216917	GUILFORD	$.00
415500	ACCOUNTS RECEIVABLE	$.00
416800	YEAR-END RECEIVABLES	$.00
511500	ACCOUNTS RECEIVABLE	$2,775.00

615500 ACCOUNTS RECEIVABLE	$5,000.00
616800 YEAR-END RECEIVABLES	$.00
616917 GUILFORD	$416.04

	$192,202.72
GENERAL LOANS	
416102 DELLABROOK	$201.61
416103 CAMP GRIER	$.00
416104 CAMP GRIER	$.00
416105 COVENANT-CONCORD	$.00
416107 ELMWOOD	$329.49
416114 WILKESBORO CHAPEL	$.00
416116 TRINITY-WS	$.00
416125 TAYLORSVILLE	$8,427.13
416126 PILOT MOUNTAIN FIRST	$.00
416127 YADKINVILLE	$.00
416128 YADKINVILLE	$5,000.00
416302 BEULAH	$6,528.94
416303 DELLABROOK	$1,750.00
416315 TRINITY WINSTON-SALEM	$12,533.39
416326 MOUNT TABOR	$26,328.39

	$61,098.95
PROFESSIONAL LOANS	
416201	$.00

	$.00
CHURCH DEVELOPMENT	
416301 SHALLOWFORD	$15,500.45
416305 DANBURY COMMUNITY CHURCH	$11,500.00

	$27,000.45
PLEDGES RECEIVABLE	
516103 ALAMANCE	$17,574.75
516105 ASHEBORO FIRST	$.00
516110 BETHESDA, STATESVILLE	$109.00
516117 BUFFALO	$.00
516120 CHURCH OF THE COVENANT	$31,000.00
516121 CROSS ROADS	$.00
516122 CLIO	$100.00
516123 COVENANT WINSTON-SALEM	$.00
516124 EDEN FIRST	$542.00
516125 EDWARD WEBB MEMORIAL	$56.50
516127 EL BETHEL	$134.92
516129 FRANKLIN	$1,002.00
516130 GUILFORD PARK	$.00
516135 HAWFIELDS	$19,563.00

516140 LEXINGTON FIRST	$10,000.00	
516145 LLOYD	$500.00	
516150 NORTH WILKESBORO	$37,500.00	
516160 NEW CREATION COMMUNITY	$500.00	
516161 NEW SALEM	$260.00	
516162 PROSPECT	$.00	
516163 PARKWAY	$27,978.32	
516164 OLD PROVIDENCE	$400.00	
516166 SAINT ANDREWS	$.00	
516167 SAINT JAMES	$10,000.00	
516168 ST. PAUL, GREENSBORO	$12,000.00	
516170 SEDGEFIELD	$10,677.00	
516172 SPENCER	$.00	
516173 SPEEDWELL	$402.00	
516174 SHALLOWFORD	$.00	
516175 SPRINGWOOD	$3,400.00	
516178 STARMOUNT	$100,000.00	
516195 VANDALIA	$268.00	
516196 YANCEYVILLE	$2,965.00	

	$286,932.49	
INDIVIDUALS		
516201 PATRICIA STEWART	$1,150.00	

	$1,150.00	
PRESBYTERIAN FOUNDATION		
416401 MARY SMITH	$.00	

	$.00	

TOTAL RECEIVABLES		$568,384.61
NCD REAL ESTATE		
612000 OAK RIDGE ROAD	$205,700.00	
612100 STAGECOACH TRAIL	$100,740.00	

TOTAL NCD REAL ESTATE		$306,440.00
PREPAID EXPENSES		
117002 INSURANCE	$.00	
117003 CONTRACTS	$.00	
117004 POSTAGE	$.00	
117008 ANNUITIES	$.00	
117010 SALARIES AND TAXES	$.00	
117013 OFFICE SUPPLIES	$.00	
117016 PROGRAMS	$86.54	

TOTAL PREPAID EXPENSES		$86.54

TOTAL ASSETS		$1,617,263.62
		==============

SALEM PRESBYTERY
BALANCE SHEET
ALL FUNDS & DEPTS
AS OF: 12/31/93

LIABILITIES, FUND PRINCIPAL & DESIGNATED FUNDS

CURRENT LIABILITIES	
ACCOUNTS PAYABLE	
120400 ACCOUNTS PAYABLE	$.00
120600 YEAR-END PAYABLES	$.00
220400 ACCOUNTS PAYABLE	$13.04
220500 BENEVOLENCES PAYABLE	$371,604.82
420400 ACCOUNTS PAYABLE	$.00
420600 YEAR-END PAYABLES	$.00
520400 ACCOUNTS PAYABLE	$2,775.00
520600 YEAR-END PAYABLES	$.00
620400 ACCOUNTS PAYBLE	$148.33
620600 YEAR-END PAYABLES	$.00

	$374,541.19
DUE TO / DUE FROM	
124800 LOAN-GRANT FUND	$.00
124900 RESTRICTED FUND	$178,714.29-
125000 DUE TO/FROM NCD FUND	$1,522.78-
224800 LOAN-GRANT FUND	$138.33-
224900 GENERAL FUND	$80.95
424000 DUE TO/FROM GENERAL FUND	$.00
424900 DUE TO/FROM RESTRICTED FD	$138.33
425000 DUE TO/FROM NCD FUND	$.00
624000 DUE TO/FROM GENERAL FUND	$1,522.85-
624800 DUE TO/FROM LOAN-GRANT FD	$.00
624900 DUE TO/FROM RESTRICTED FD	$.00

	$181,678.97-
PAYROLL PAYABLES	
126000 FICA WITHHELD	$.00
126100 FEDERAL WITHHOLDING	$.00
126200 STATE WITHHOLDING	$.00
126300 MEDICAL INSURANCE	$.00
126400 ANNUITY WITHHOLDING	$.00
126500 VOLUNTARY WITHHOLDINGS	$.00
126600 ACCRUED PAYROLL	$5,908.10
626600 ACCRUED PAYROLL	$720.77

	$6,628.87
OTHER LIABILITIES	
128000 UNKNOWN COMMITMENTS	$.00
128100 DUE ON COMMITMENTS	$3,301.14
128500 PROGRAM DEPOSITS	$.00
128600 MISDIRECTED FUNDS	$.00
128900 MISCELLANEOUS	$502.99

DATE: 01/13/94 SALEM PRESBYTERY PAGE: 5
TIME: 16:27:34 BALANCE SHEET
ALL FUNDS & DEPTS
AS OF: 12/31/93

129600 ITEMS TO BE EXTENDED	$.00	
228000 INTEREST TO BE DISBURSED	$6,916.64	
228600 MISDIRECTED FUNDS	$.00	
228900 MISCELLANEOUS	$.00	
428600 MISDIRECTED FUNDS	$.00	
428900 MISCELLANEOUS LIABILITIES	$.00	
524000 DUE TO/FROM GENERAL FUND	$.00	
524900 DUE TO/FROM RESTRICTED FD	$.00	
525000 DUE LOUISVILLE DIST.	$.00	
528600 MISDIRECTED FUNDS	$.00	
528900 MISCELLANEOUS LIABILITIES	$.00	
529000 DEFERRED SUPPORT	$288,082.49	
628600 MISDIRECTED FUNDS	$.00	
628900 MISCELLANEOUS LIABILITIES	$.00	

	$298,803.26	

TOTAL CURRENT LIABILITIES		$498,294.35

FUND BALANCE

130200 YEAR-END UNSPENT FUNDS	$207,255.93
130300 UNALLOCATED BALANCE	$.00
230500 HUNGER FUND	$61,440.17
230510 HSINCHU PARTNERSHIP FUND	$3,606.93
230520 KNOX-ABERNATHY FUND	$.00
230530 SYNOD/DUKE BUILDING FUND	$39,656.30
230540 PEACEMAKING DIST FUND	$4,012.47
230550 BLACK CAUCUS FUND	$1,367.54
230554 CANDIDATES ORDINATION	$.00
230555 SELF DEVELOPM'T PEOPLE FD	$647.25
230560 CO-OP CAMPUS MINISTRY FD	$9,092.87
230570 W-S STATE CAMPUS MINISTRY	$4,700.00
230620 CHURCH DEVELOPMENT FUND	$.00
230700 YEAR END FUND BALANCE	$.00
430200 YEAR END FUND BALANCE	$.00
436000 GENERAL LOAN FUND	$150,000.00
436300 GRANT FUND	$10,859.62
436400 CHURCH DEVELOPMENT FUND	$59,932.14
436500 KNOX-ABERNATHY FUND	$934.08
436600 CORA HARRISON FUND	$27.51
436700 D. P. FOUST FUND #1	$7,954.61
436800 D. P. FOUST FUND #2	$11,266.64
436900 D. P. FOUST FUND #3	$42,303.44
437000 STONE ESTATE FUND	$21,621.90
437100 MARYLAND HICKERSON FUND	$1,250.00
437200 CORA HARRISON FUND	$663.88
437300 VIRGIL ASHBAUGH FUND	$2,028.45

SALEM PRESBYTERY
BALANCE SHEET
ALL FUNDS & DEPTS
AS OF: 12/31/93

437400 R. BERNHARDT, JR. FUND	$83.00	
437500 MARY SMITH FUND	$3,462.37	
437600 REINVESTED INCOME FUND	$.00	
530200 YEAR END FUND BALANCE	$8,910.13	
630200 YEAR END FUND BALANCE	$311,440.00	
EXCESS CASH REC'D YTD	$154,452.04	

TOTAL FUND BALANCE		$1,118,969.27

TOTAL LIABILITIES, FUND PRINCIPAL & DESIGNATED FUNDS		$1,617,263.62
		==============

SALEM PRESBYTERY
SUMMARIZED ANALYSIS OF REVENUE AND EXPENSES
(12/12)12 MONTHS
GENERAL FUND
REPORT DATE: 12/31/93

ACCOUNT	ANNUAL BUDGET	CURRENT MONTH (THIS YEAR)	MONTHLY BUDGET	YEAR TO DATE (THIS YEAR)	BUDGET TO DATE	OVER(+) BUDGET - YEAR
INCOME						
REVENUE & SUPPORT						
SUPPORT REVENUE						
141000 BENEVOLENCE GIVING	1,026,750.00	178,613.34	85,562.50	999,707.05	1,026,750.00	27,042.95
141100 PRIOR YR BENEVOLENCES	.00	.00	.00	24,787.50	.00	24,787.50+
141200 HSINCHU PRESBY	1,200.00	.00	100.00	.00	1,200.00	1,200.00
141300 VALIDATED CAUSES - RF	.00	5,933.22	.00	5,961.34	.00	5,961.34+
	------------	------------	------------	------------	------------	------------
	1,027,950.00	184,546.56	85,662.50	1,030,455.89	1,027,950.00	2,505.89+
PROGRAM RECEIPTS						
142001 YOUTH TRIENNIUM	.00	.00	.00	.00	.00	.00
142002 KALEIDOSCOPE EVENT	2,000.00	.00	166.67	671.00	2,000.00	1,329.00
142003 FACE-TO-FACE	.00	.00	.00	.00	.00	.00
142004 PASTOR/EDUCATOR WORKSHOP	450.00	.00	37.50	216.00	450.00	234.00
142005 PATHWAYS EVENT	2,500.00	.00	208.33	1,595.00	2,500.00	905.00
142006 SPRING YOUTH RETREAT	5,000.00	.00	416.67	2,805.00	5,000.00	2,195.00
142007 FALL YOUTH RETREAT	7,000.00	.00	583.33	8,190.00	7,000.00	1,190.00+
142008 SPRING YOUTH RALLY	1,000.00	.00	83.33	.00	1,000.00	1,000.00
142009 TEACHER'S WORKSHOP	500.00	.00	41.67	152.00	500.00	348.00
142010 INTN'L MISSION CONFERENCE	1,100.00	.00	91.67	1,645.00	1,100.00	545.00+
142011 SMALL CHURCH RETREAT	200.00	.00	16.67	375.00	200.00	175.00+
142012 EVANGELISM CONFERENCE	.00	.00	.00	.00	.00	.00
142013 MISSION YEARBOOKS	1,125.00	922.50	93.75	1,080.00	1,125.00	45.00
142014 SPIRITUAL RETREAT	1,000.00	.00	83.33	1,169.00	1,000.00	169.00+
142015 SPIRITUAL ENRICHMENT	100.00	.00	8.33	121.00	100.00	21.00+
142018 EDUCATOR TRAINING/RETREAT	1,000.00	.00	83.33	135.00	1,000.00	865.00
142019 WORSHIP & MUSIC WORKSHOP	450.00	.00	37.50	283.00	450.00	167.00
142020 STEWARDSHIP WORKSHOP	.00	.00	.00	95.00	.00	95.00+
142021 CE PROFESSIONAL RETREAT	1,500.00	.00	125.00	.00	1,500.00	1,500.00
142022 EVANGELISM RETREATS	500.00	.00	41.67	.00	500.00	500.00
142023 PEACEMAKING EVENT	.00	13.79	.00	4,863.79	.00	4,863.79+
142025 WOMEN'S MINISTRY EVENTS	925.00	.00	77.08	.00	925.00	925.00
142026 COM RETREAT	500.00	30.00	41.67	553.00	500.00	53.00+
142027 ECUMENICAL WORKSHOP	235.00	.00	19.58	235.00	235.00	.00
142028 PROFESSIONAL DEV WORKSHOP	.00	.00	.00	220.00	.00	220.00+
	------------	------------	------------	------------	------------	------------
	27,085.00	966.29	2,257.08	24,403.79	27,085.00	2,681.21
OTHER REVENUE/TRANSFERS						
144001 INTEREST ON INVESTMENTS	4,000.00	.00	333.33	.00	4,000.00	4,000.00
144002 SALES TAX REFUND	.00	.00	.00	.00	.00	.00
144003 SALE OF ASSETS	.00	.00	.00	.00	.00	.00
144004 REFUND ON PRIOR-YEAR EXP.	1,000.00	.00	83.33	64.26	1,000.00	935.74
144005 OTHER RECEIPTS	325.00	.00	27.08	5,476.94	325.00	5,151.94+
144006 PRESBY HUNGER PROGRAM	8,000.00	280.00	666.67	7,975.00	8,000.00	25.00

SALEM PRESBYTERY
SUMMARIZED ANALYSIS OF REVENUE AND EXPENSES
(12/12)12 MONTHS
GENERAL FUND
REPORT DATE: 12/31/93

ACCOUNT	ANNUAL BUDGET	CURRENT MONTH (THIS YEAR)	MONTHLY BUDGET	YEAR TO DATE (THIS YEAR)	BUDGET TO DATE	OVER(+ BUDGET -
144010 EXPENDITURE REIMBURSEMENT	.00	.00	.00	.00	.00	
144011 PRIOR YR UNSPENT FUND	22,194.00	.00	1,849.50	.00	22,194.00	22,194
TOTAL OTHER REVENUE/TRANSFERS	35,519.00	280.00	2,959.91	13,516.20	35,519.00	22,002
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TOTAL REVENUE & SUPPORT	1,090,554.00	185,792.85	90,879.49	1,068,375.88	1,090,554.00	22,178
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TOTAL INCOME	1,090,554.00	185,792.85	90,879.49	1,068,375.88	1,090,554.00	22,178
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EXPENSES						
ADMINISTRATION COSTS						
TOTAL SALARY/HOUSING/ETC.	384,061.45	28,802.81	32,005.13	385,948.79	384,061.45	1,887
TOTAL CONTINUING EDUCATION	5,450.00	54.00	454.16	3,296.06	5,450.00	2,153
TOTAL TRAVEL	14,050.00	871.67	1,170.84	11,166.59	14,050.00	2,883
TOTAL RELATED EXPENSES	31,339.55	2,704.24	2,611.63	31,036.99	31,339.55	302
TOTAL OFFICE COSTS	80,700.00	4,480.68	6,725.00	68,027.00	80,700.00	12,673
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TOTAL ADMINISTRATION COSTS	515,601.00	36,913.40	42,966.76	499,475.43	515,601.00	16
GOVERNING BODY						
TOTAL COUNCIL COSTS	7,050.00	984.36	587.52	6,460.19	7,050.00	589
TOTAL SELF DEVELOPMENT	.00	.00	.00	209.58-	.00	209
TOTAL BLACK CAUCUS	1,481.00	.00	123.42	347.00	1,481.00	1,134
TOTAL BICENTENNIAL	.00	3.69	.00	69.81	.00	69
TOTAL GOALS & EVALUATIONS CMTE	1,500.00	1.52	124.99	257.71	1,500.00	1,24
TOTAL NOMINATING COMMITTEE	500.00	45.36	41.66	567.13	500.00	6
TOTAL PERMANENT JUDICIAL CMTE	2,000.00	25.66	166.67	25.66	2,000.00	1,97
TOTAL WOMEN OF COLOR	2,000.00	.00	166.67	1,558.16	2,000.00	44
TOTAL REPRESENTATION CMTE	66.00	.00	5.51	81.73	66.00	1
TOTAL STATED CLERK EXPENSE	13,340.00	187.72	1,111.67	17,158.75	13,340.00	3,81
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TOTAL GOVERNING BODY	27,937.00	1,248.31	2,328.11	26,316.56	27,937.00	1,62
ADMINISTRATIVE SERVICES						
TOTAL DIVISION COSTS	128.00	.00	10.67	.00	128.00	12
TOTAL BUDGET & FINANCE CMTE	726.00	20.37	60.50	864.52	726.00	13
TOTAL COMMUNICATIONS COMMITTEE	10,300.00	826.00	858.33	6,326.63	10,300.00	3,97
TOTAL PERSONNEL COMMITTEE	1,250.00	.00	104.17	535.43	1,250.00	71
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TOTAL ADMINISTRATIVE SERVICES	12,404.00	846.37	1,033.67	7,726.58	12,404.00	4,67

SALEM PRESBYTERY
SUMMARIZED ANALYSIS OF REVENUE AND EXPENSES
(12/12)12 MONTHS
GENERAL FUND
REPORT DATE: 12/31/93

ACCOUNT	ANNUAL BUDGET	CURRENT MONTH (THIS YEAR)	MONTHLY BUDGET	YEAR TO DATE (THIS YEAR)	BUDGET TO DATE	OVER(+) BUDGET - YEAR
CHURCH DEVELOPMENT DIV						
TOTAL DIV OPERATIONAL COSTS	4,100.00	79.20	341.67	868.58	4,100.00	3,231.42
TOTAL CHURCH DEVELOPMENT	110,000.00	35,406.46	9,166.67	65,316.75	110,000.00	44,683.25
TOTAL EVANGELISM COMMITTEE	5,000.00	.00	416.66	1,704.95	5,000.00	3,295.05
TOTAL SMALL CHURCH COMMITTEE	3,430.00	4.65	285.83	2,981.03	3,430.00	448.97
TOTAL SMALL CHURCH SUPPORT	120,570.00	7,844.46	10,141.26	108,203.21	120,570.00	12,366.79
TOTAL CHURCH DEVELOPMENT DIV	243,100.00	43,334.77	20,352.09	179,074.52	243,100.00	64,025.48
CHURCH IN THE WORLD DIV						
TOTAL DIV OPERATIONAL COSTS	4,200.00	87.44	349.99	2,285.10	4,200.00	1,914.90
TOTAL CRIMINAL JUSTICE CMTE	10,600.00	753.68	883.33	9,329.88	10,600.00	1,270.12
TOTAL ECUMENICAL CONCERNS CMTE	515.00	.00	42.92	608.45	515.00	93.45+
TOTAL HUNGER COMMITTEE	2,000.00	55.20	166.66	343.19	2,000.00	1,656.81
TOTAL INTERN'TL MISSIONS CMTE	3,750.00	293.50	312.51	5,982.50	3,750.00	2,232.50+
TOTAL PEACEMAKING COMMITTEE	1,800.00	4.88	150.00	6,212.93	1,800.00	4,412.93+
TOTAL RACIAL ETHNIC COMMITTEE	1,000.00	.00	83.34	336.70	1,000.00	663.30
TOTAL URBAN MINISTRIES GRANT	28,500.00	1,916.79	2,375.00	28,500.00	28,500.00	.00
TOTAL WOMEN'S MINISTRY CMTE	2,000.00	25.00	166.66	802.40	2,000.00	1,197.60
TOTAL SOCIAL JUSTICE CMTE	3,000.00	309.95	250.00	2,081.22	3,000.00	918.78
TOTAL HIGHER EDUCATION CMTE	23,175.00	1,976.69	1,931.24	29,007.25	23,175.00	5,832.25+
TOTAL CHURCH IN THE WORLD DIV	80,540.00	5,423.13	6,711.65	85,489.62	80,540.00	4,949.62+
CONGREGATIONAL LIFE DIV						
TOTAL DIVISION COSTS	400.00	.00	33.34	37.80	400.00	362.20
TOTAL PATHWAYS COMMITTEE	700.00	.00	58.32	512.64	700.00	187.36
TOTAL PATHWAYS TO LEADERSHIP	10,000.00	33.60	833.38	5,559.70	10,000.00	4,440.30
TOTAL EDUCATIONAL MINISTRY CMTE	5,250.00	667.07	437.48	3,533.80	5,250.00	1,716.20
TOTAL STEWARDSHIP ED COMMITTEE	1,498.00	3.65	124.84	1,279.43	1,498.00	218.57
TOTAL YOUTH MINISTRY COMMITTEE	17,525.00	274.95	1,460.41	13,991.44	17,525.00	3,533.56
TOTAL CHILDREN'S MINISTRY CMTE	2,850.00	25.21	237.51	659.55	2,850.00	2,190.45
TOTAL ADULT MINISTRY COMMITTEE	2,200.00	17.00	183.30	1,818.86	2,200.00	381.14
TOTAL SINGLES MINISTRY CMTE	1,500.00	73.85	125.00	323.83	1,500.00	1,176.17
TOTAL PRESBYTERIAN MEN'S CMTE	1,000.00	.00	83.32	232.00	1,000.00	768.00
TOTAL WORSHIP & MUSIC CMTE	1,225.00	4.37	102.08	873.23	1,225.00	351.77
TOTAL SPIRITUAL FORMATION CMTE	1,368.00	188.01	114.00	1,730.53	1,368.00	362.53+
TOTAL RESOURCE CENTER COMMITTEE	600.00	28.90	50.00	129.57	600.00	470.43
TOTAL RESOURCE CENTERS	3,775.00	214.57	314.58	3,536.87	3,775.00	238.13
TOTAL CONGREGATIONAL LIFE DIV	49,891.00	1,531.18	4,157.56	34,219.25	49,891.00	15,671.75
COMMITTEE ON MINISTRY						
TOTAL CMTE ON MIN OPERATIONAL	5,000.00	127.32	416.67	5,664.66	5,000.00	664.66+

DATE: 01/12/94
TIME: 12:40:25

SALEM PRESBYTERY
SUMMARIZED ANALYSIS OF REVENUE AND EXPENSES
(12/12)12 MONTHS
GENERAL FUND
REPORT DATE: 12/31/93

PAGE:

ACCOUNT	ANNUAL BUDGET	CURRENT MONTH (THIS YEAR)	MONTHLY BUDGET	YEAR TO DATE (THIS YEAR)	BUDGET TO DATE	OVER(+) BUDGET - Y
TOTAL CALLS & VACANCIES CMTE	3,325.00	.00	277.07	1,716.57	3,325.00	1,608.
TOTAL CONCILIATION COMMITTEE	3,550.00	.00	295.84	253.59	3,550.00	3,296.
TOTAL VISITATION COMMITTEE	2,588.00	.00	215.67	495.91	2,588.00	2,092.
TOTAL PROFESSIONAL SUPPORT CMTE	5,600.00	.00	466.67	2,660.68	5,600.00	2,939.
TOTAL COMPENSATION/RETIREMENT	5,900.00	.00	491.70	7,967.00	5,900.00	2,067.
TOTAL PREPARATION FOR MINISTRY	18,525.00	63.35	1,543.71	18,684.42	18,525.00	159.
TOTAL PROFESSIONAL DEVELOPMENT	2,900.00	3.60	241.67	1,747.05	2,900.00	1,152.
TOTAL EXAMINATIONS COMMITTEE	1,400.00	2.21	116.66	1,060.57	1,400.00	339.
TOTAL COMMITTEE ON MINISTRY	48,788.00	196.48	4,065.66	40,250.45	48,788.00	8,537.
OUTDOOR MINISTRIES CMTE						
TOTAL COMMITTEE OPERATIONS	800.00	25.36	66.67	404.59	800.00	395.
TOTAL CAMP SUBSIDIES	111,493.00	6,397.53	9,291.09	111,495.00	111,493.00	2.
TOTAL OUTDOOR MINISTRIES CMTE	112,293.00	6,422.89	9,357.76	111,899.59	112,293.00	393.
TOTAL EXPENSES	1,090,554.00	95,916.53	90,973.26	984,452.00	1,090,554.00	106,
NET TOTALS		89,876.32		83,923.88		83,923.

DATE: 01/12/94 SALEM PRESBYTERY PAGE: 1
TIME: 14:09:51 BALANCE SHEET
GENERAL FUND
AS OF: 12/31/93

ASSETS

CASH AVAILABLE		
110100 CASH IN CHECKING ACCT.	$6,401.68-	
110200 PETTY CASH	$50.00	
111400 MONEY MANAGEMENT ACCOUNT	$122,916.21	

TOTAL CASH AVAILABLE		$116,564.53
RECEIVABLES		
115500 ACCOUNTS RECEIVABLE	$92.50	
115600 ACCOUNTS REC - CAMP GRIER	$.00	
116800 YEAR-END RECEIVABLES	$3,006.12	
116904 WILKES	$.00	
116905 DAVIDSON	$.00	
116906 CATAWBA	$.00	
116907 FORSYTH	$665.26	
116909 IREDELL	$.00	
116911 MECKLENBURG	$2.39	
116915 WAKE	$.00	
116917 GUILFORD	$237.63	

TOTAL RECEIVABLES		$4,003.90
PREPAID EXPENSES		
117002 INSURANCE	$.00	
117003 CONTRACTS	$.00	
117004 POSTAGE	$.00	
117008 ANNUITIES	$.00	
117010 SALARIES AND TAXES	$.00	
117013 OFFICE SUPPLIES	$.00	
117016 PROGRAMS	$86.54	

TOTAL PREPAID EXPENSES		$86.54

TOTAL ASSETS		$120,654.97
		==============

LIABILITIES, FUND PRINCIPAL & DESIGNATED FUNDS

CURRENT LIABILITIES	
ACCOUNTS PAYABLE	
120400 ACCOUNTS PAYABLE	$.00
120600 YEAR-END PAYABLES	$.00

	$.00
DUE TO / DUE FROM	

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DATE: 01/12/94                SALEM PRESBYTERY                    PAGE:      2
TIME: 14:09:51                  BALANCE SHEET
                                 GENERAL FUND
                               AS OF: 12/31/93

        124800 LOAN-GRANT FUND                          $.00
        124900 RESTRICTED FUND                   $178,714.29-
        125000 DUE TO/FROM NCD FUND                $1,522.78-
                                                --------------
                                                 $180,237.07-
     PAYROLL PAYABLES
        126000 FICA WITHHELD                            $.00
        126100 FEDERAL WITHHOLDING                      $.00
        126200 STATE WITHHOLDING                        $.00
        126300 MEDICAL INSURANCE                        $.00
        126400 ANNUITY WITHHOLDING                      $.00
        126500 VOLUNTARY WITHHOLDINGS                   $.00
        126600 ACCRUED PAYROLL                     $5,908.10
                                                --------------
                                                   $5,908.10
     OTHER LIABILITIES
        128000 UNKNOWN COMMITMENTS                      $.00
        128100 DUE ON COMMITMENTS                  $3,301.14
        128500 PROGRAM DEPOSITS                         $.00
        128600 MISDIRECTED FUNDS                        $.00
        128900 MISCELLANEOUS                         $502.99
        129600 ITEMS TO BE EXTENDED                     $.00
                                                --------------
                                                   $3,804.13
                                                --------------
         TOTAL CURRENT LIABILITIES                                  $170,524.84-


FUND BALANCE
        130200 YEAR-END UNSPENT FUNDS            $207,255.93
        130300 UNALLOCATED BALANCE                      $.00
            EXCESS CASH REC'D YTD                 $83,923.88
                                                --------------
         TOTAL FUND BALANCE                                          $291,179.81
                                                                   --------------
  TOTAL LIABILITIES, FUND PRINCIPAL & DESIGNATED FUNDS               $120,654.97
                                                                   ==============
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SCHEDULE OF MISSION RECEIPTS

PIN # 150-584
Salem Presbytery

Date:December, 1993

DESCRIPTION	SPECIAL OFFERINGS AND SPECIAL GIVING BEYOND ADOPTED BUDGETS					UNIFIED GIVING AND SELECTED GIVING FOR ADOPTED BUDGETS					TOTAL MISSION RECEIPTS				
	1989	1990	1991	1992	1993	1989	1990	1991	1992	1993	1989	1990	1991	1992	1993
January	2,414	19,630	27,127	21,511	19,799.13	59,670	65,379	157,476	146,541	56,053.50	62,084	85,009	184,603	168,052	75,852.63
February	15,977	17,383	20,448	13,907	43,324.21	121,091	121,630	108,207	105,989	164,451.75	137,068	139,013	128,655	119,896	207,775.96
March	16,489	27,777	20,433	16,894	11,729.82	158,330	253,171	135,501	116,641	100,642.31	174,819	280,948	155,934	133,535	112,372.13
April	41,499	14,763	46,966	44,019	34,783.58	217,785	117,778	164,837	197,107	179,259.95	259,284	132,541	211,803	241,127	214,043.53
May	22,532	46,095	24,161	29,867	36,064.33	132,880	125,758	178,429	158,771	108,936.52	155,412	171,853	202,590	188,638	145,000.85
June	21,694	33,638	22,625	29,218	20,508.10	128,675	249,021	159,840	153,047	197,830.55	150,369	282,659	182,465	182,265	218,338.65
July	15,751	9,473	19,751	18,360	24,460.34	204,882	113,058	141,813	204,479	136,479.15	220,633	122,532	161,564	222,839	160,939.49
August	18,828	29,876	12,145	8,546	20,361.20	118,059	133,614	112,460	91,501	95,505.46	136,887	163,490	124,605	100,047	115,866.66
September	12,743	6,882	13,041	38,480	28,414.28	159,260	83,536	206,943	148,181	207,760.25	172,002	90,418	219,984	186,661	236,174.53
October	35,228	14,251	26,623	47,386	24,923.12	184,967	177,992	118,447	125,216	148,902.27	220,195	192,243	145,070	172,602	173,825.39
November	24,528	23,073	16,038	21,106	21,077.41	130,171	193,496	106,385	109,427	130,342.34	154,699	216,569	122,424	130,534	151,419.75
December	76,727	81,180	97,416	80,932	75,243.76	295,133	226,213	338,325	367,458	322,006.02	371,860	307,393	435,741	448,389	397,249.78
TOTAL RECEIPTS	304,409	324,021	346,775	370,226	360,689.28	1,910,902	1,860,648	1,928,663	1,924,358	1,848,170.07	2,215,311	2,184,669	2,275,438	2,294,584	2,208,859.35
BUDGETED MISSION RECEIPTS						1,970,359	1,972,834	2,000,000	2,032,000	1,850,000.00				2,032,000	1,850,000.00
CLASSIFICATION OF MISSION RECEIPTS															
Giving for Adopted Budgets															
Unified Giving						1,769,222	1,708,415	1,785,366	1,804,972	1,698,100.09	1,769,222	1,708,415	1,785,366	1,804,972	1,698,100.09
Selected Giving						141,681	152,233	143,297	119,485	150,069.98	141,681	152,233	143,297	119,485	150,069.98
Giving beyond Adopted Budgets															
Special Offerings	113,940	131,707	130,345	128,411	130,303.07						113,940	131,707	130,345	128,411	130,303.07
Selected Giving	190,469	192,314	216,430	241,715	230,386.21						190,469	192,314	216,430	241,715	230,386.21
YTD SUMMARY OF ACTUAL RECEIPTS															
Percentages						96.982%	94.313%	96.433%	94.703%	99.901%					
Dollars						1,910,902	1,860,648	1,928,663	1,924,358	1,848,170.07					

APPENDIX E

CHANGES IN TERMS OF CALL

NAME:		CHURCH:	LOCATION:
Linda	Blessing	Pine Ridge/Hills	Pilot Mountain

17,500.00	Salary	7,602.00	Pension/Medical
1,929.34	Social Security	550.00	Continuing Ed.
7,720.00	Housing Allowance	2,800.00	Auto. Expense
	Fur. & Util. Allow.		
Manse	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
27,149.34	Total Compensation	38,101.33	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Jesse W.	Bledsoe	First	Pilot Mountain

23,128.00	Salary	7,922.00	Pension/Medical
2,164.00	Social Security	550.00	Continuing Ed.
	Housing Allowance	2,800.00	Auto. Expense
3,000.00	Fur. & Util. Allow.		
Manse	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
28,292.00	Total Compensation	39,564.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Robert M.	Matthews	Fieldstone	Mooresville

23,360.00	Salary	9,952.32	Pension/Medical
2,526.00	Social Security	750.00	Continuing Ed.
7,008.00	Housing Allowance	4,000.00	Auto. Expense
2,650.00	Fur. & Util. Allow.		
Manse	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
35,544.00	Total Compensation	50,246.32	Total Cost To Church

NAME:		CHURCH:	LOCATION:
James	Mauldin	Pine Ridge/Hills	Pilot Mountain

17,500.00	Salary	7,602.00	Pension/Medical
1,929.34	Social Security	550.00	Continuing Ed.
7,720.00	Housing Allowance	2,800.00	Auto. Expense
	Fur. & Util. Allow.		
Manse	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
27,149.34	Total Compensation	38,101.33	Total Cost To Church

NAME:	CHURCH:	LOCATION:
George H. Murray, IV	First	Kernersville

18,100.00	Salary	7,100.00	Pension/Medical
1,800.00	Social Security	550.00	Continuing Ed.
5,430.00	Housing Allowance	2,800.00	Auto. Expense
	Fur. & Util. Allow.		
Manse	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
25,330.00	Total Compensation	35,780.00	Total Cost To Church

NAME:	CHURCH:	LOCATION:
Lisa Nelson	Prospect (3/4 time)	Mooresville

13,125.00	Salary	5,143.00	Pension/Medical
1,305.00	Social Security	413.00	Continuing Ed.
3,938.00	Housing Allowance	2,100.00	Auto. Expense
	Fur. & Util. Allow.		
Manse	(1,000.00)Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
18,368.00	Total Compensation	26,024.00	Total Cost To Church

NAME:	CHURCH:	LOCATION:
David C. Partington	Shallowford	Lewisville

24,751.00	Salary	12,426.12	Pension/Medical
2,347.00	Social Security	1,200.00	Continuing Ed.
5,840.00	Housing Allowance	2,000.00	Auto. Expense
	Fur. & Util. Allow.	779.00	Group Dental/Life
Manse	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
34,138.00	Total Compensation	50,543.12	Total Cost To Church

NAME:	CHURCH:	LOCATION:
A. B. Plexico	Hawfields	Mebane

27,896.00	Salary	14,175.00	Pension/Medical
2,170.00	Social Security	772.00	Continuing Ed.
	Housing Allowance	8,755.00	Auto. Expense
	Fur. & Util. Allow.	482.00	Dental Insurance
Manse	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
30,066.00	Total Compensation	54,250.00	Total Cost To Church

NAME:	CHURCH:	LOCATION
Phillip Pogue	Glendale Springs Laurel Fork	Laurel Fork

18,606.00	Salary	7,912.00	Pension/Medical
2,008.00	Social Security	550.00	Continuing Ed.
	Housing Allowance	2,800.00	Auto. Expense
2,060.00	Fur. & Util. Allow.		
Manse	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
28,256.00	Total Compensation	39,518.00	Total Cost To Church

NAME:	CHURCH:	LOCATION:
Leland Richardson	First	Mocksville

23,400.00	Salary	12,737.00	Pension/Medical (plus $800 Life Ins.)
3,461.00	Social Security	600.00	Continuing Ed.
17,402.00	Housing Allowance	4,987.00	Auto. Expense
	Fur. & Util. Allow.		
Manse	Tax Des.	4 weeks	Vacation
1,227.00	Other	2 weeks	Study Leave
45,490.00	Total Compensation	63,814.00	Total Cost To Church
		(64,614.00	including Life Ins.)

NAME:	CHURCH:	LOCATION
Dennis John Sebesan	Jamestown	Jamestown

21,750.00	Salary	12,180.00	Pension/Medical
6,240.00	Social Security		Continuing Ed.
21,750.00	Housing Allowance		Auto. Expense
	Fur. & Util. Allow.	4,300.00	Professional Exp.
Manse	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
49,740.00	Total Compensation	66,220.00	Total Cost To Church

NAME:	CHURCH:	LOCATION:
Billy F. Sosebee	Second	Lexington

24,040.00	Salary	9,429.00	Pension/Medical
2,393.00	Social Security	550.00	Continuing Ed.
7,242.00	Housing Allowance	3,240.00	Auto. Expense
	Fur. & Util. Allow.		
Manse	(4,000.00)Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
33,675.00	Total Compensation	46,894.00	Total Cost To Church

NAME:	CHURCH:	LOCATION:
Dr. Larry Summey	Franklin	Salisbury

21,424.00	Salary	7,798.00	Pension/Medical
2,131.00	Social Security	750.00	Continuing Ed.
6,427.00	Housing Allowance	2,800.00	Auto. Expense
	Fur. & Util. Allow.		
Manse	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
29,982.00	Total Compensation	41,330.00	Total Cost To Church

NAME:	CHURCH:	LOCATION:
Stephen H. Wilkins	Third Creek	Cleveland

18,000.00	Salary	8,195.00	Pension/Medical
2,239.00	Social Security	750.00	Continuing Ed.
5,400.00	Housing Allowance	2,800.00	Auto. Expense
3,630.00	Fur. & Util. Allow.	820.00	Dental
Manse	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
29,269.00	Total Compensation	41,834.00	Total Cost To Church

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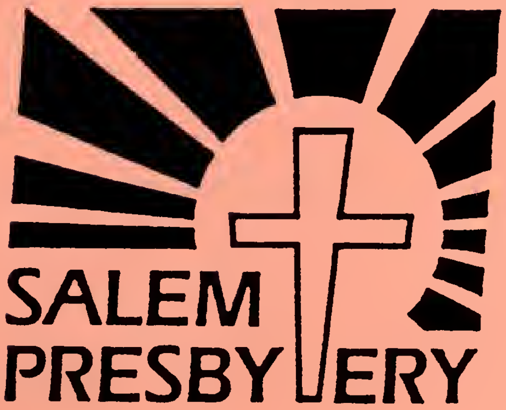
SALEM
PRESBYTERY

TWENTY-SECOND STATED MEETING
GUILFORD PARK PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA
April 26, 1994

MINUTES OF

SALEM PRESBYTERY

TWENTY-SECOND STATED MEETING
GUILFORD PARK PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA

April 26, 1994

OFFICERS

Moderator	W. Erwin Fuller, Jr.
Moderator-in-Nomination	Margaret Marks
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Congregational Life	Hewon Han
Associate Presbyter for Care and Development of Leadership	A. Michael Warren
Hunger Action Enabler	Catherine J. Reed
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Judy Brock
Secretary	Brenda Nance
Staff Consultant	Esther Preston

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (910) 766-3393
FAX: (910) 766-7153

SUCCESSION OF MODERATORS

Date	Name	Church	Place of Meeting	Stated Meeting
1/7/89	Ms. Dale Davidson	First (Greensboro)	First (Greensboro)	First
4/6/89			First (Statesville)	Second
6/23-24/89			Lees-McRae College (Banner Elk)	Third
10/31/89			First (Burlington)	Fourth
2/3/90	Rev. S. Edwin Lewis	First (Mooresville)	First (Mooresville)	Fifth
4/24/90			Westminster (Greensboro)	Sixth
7/14/90			Forest Hills (High Point)	Seventh
10/2/90			First (High Point)	Eighth
2/2/91	Rev. Ivan W. Lowery	Cameron/Second Mocksville/Mt. Vernon	First (Lexington)	Ninth
4/23/91			Starmount (Greensboro)	Tenth
7/13/91			First (Statesville)	Eleventh
10/1/91			Trinity (Salisbury)	Twelfth
2/1/92	Mr. Rudolph V. Boone, Sr.	Dellabrook	Highland (Winston-Salem)	Thirteenth
4/28/92			Hawfields (Mebane)	Fourteenth
7/18/92			North Wilkesboro (North Wilkesboro)	Fifteenth
0/3/92			Glendale Springs (Glendale Springs)	Sixteenth
2/6/93	Rev. Cynthia R. Higgins	Starmount	Buffalo (Greensboro)	Seventeenth
4/27/93			First (Burlington)	Eighteenth
7/23-24/93			Lees-McRae College (Banner Elk)	Nineteenth
10/26/93			Prospect (Mooresville)	Twentieth
2/5/94	Mr. W. Erwin Fuller, Jr.	First (Greensboro)	First (Asheboro)	Twenty-First
4/26/94			Guilford Park (Greensboro)	Twenty-Second
7/16/94			Graham (Graham)	Twenty-Third
10/25/94			First (Greensboro)	Twenty-Fourth

TWENTY-SECOND STATED MEETING

MINUTES OF SALEM PRESBYTERY

GUILFORD PARK PRESBYTERIAN CHURCH

GREENSBORO, NORTH CAROLINA

April 26, 1994

The Twenty-Second Stated Meeting of Salem Presbytery held on Tuesday, April 26, 1994, in the Guilford Park Presbyterian Church in Greensboro, was opened at 8:45 a.m. with a hymn-sing led by Guy Hunt. The meeting was called to order by Moderator W. Erwin Fuller, Jr. at 9:00 a.m.

QUORUM

After calling for a show of hands by Commissioners, the Moderator declared a quorum was present for conducting the business of the Presbytery. The Moderator announced that the opening prayer of the worship service which immediately followed would constitute the opening prayer for the Presbytery Meeting.

WORSHIP AND COMMUNION

The Presbytery joined in a service of Worship and Communion. The opening prayer was led by the Rev. Dr. George C. Carpenter. The preacher was the Rev. J. Herbert Nelson. Worship leaders were the Rev. Dr. George C. Carpenter and the Rev. Joanne R. Hull. The organist was Loretta Gordon James. The worship service included a Necrology of Elders of churches in Salem Presbytery who died in 1993 (Appendix A, pp. 83-86).

ENROLLMENT

Commissioners		Administrative Staff	
Elders	158	Non-Commissioners	3
Ministers	137		
		Visitors	94
Corresponding Members			
Ministers	1	Total Enrollment	405
Church Educators	12		

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., Frank J. Allen, J. Lawrence Ayers, Jonathan C. Barker, Shawn E. Barkley, Jesse W. Bledsoe, Linda L. Blessing, Ronald L. Bowie, Warren C. Brannon, John C. Brearley, Robert A. Bryant, Malcolm M. Bullock, Robert E. Button, David M. Cameron, Kathryn J. Cameron, George C. Carpenter, Charles R. Carter, M. Gray Clark, Robert Cleveland, Frederick A. H. Coates, Frank C. Collier, O. Leighton Culler, Kermit W. Dancy, Dale W. Davidson, Max E. Deal, Frank M. Dew, James A. Dickens, Barbara E. Dua, Carl W. Dumford, Christopher F. East, John E. Eliason, Robert C. Evans, III, Carlton A. G. Eversley, Norris Fellows, Dusty K. Fiedler, Robert A. Fiedler, Carol C. Fisher, Charles G. Fitzpatrick, Milton M. Foust, E. B. Freeman, Robert O. Freeman.

G-M

Robert M. Gant, Jr., Philip R. Gehman, Robert J. Goforth, James H. Grant, Jr., Lucius A. Gray, J. Randy Hall, Hewon Han, John M. Handley, Holly Diane Hayes, James Henderson, Margret L. Henderson, David L. Henry, Robert W. Herron, Cynthia R. Higgins, Z. N. Holler, Fredrick R. Horner, Robert M. Howard, Joanne R. Hull, Stephen A. Hundley, Guy W. Hunt, Jr., George Hunter, Ann B. Jahnes, Robert S. Jeffords, William S. Johnston, Henry J. Keating, J. David Kivett, Phyllis M. H. Kort, Morton Kurtz, Thomas K. Lane, Donald E. Lannon, William F. Lawrence, Jr., James E. Layman, David T. Lee-Andrews, David Leininger, Robert M. Lewis, S. Edwin Lewis, Robert M. Matthews, Stephen P. McCutchan, Sam E. McGregor, Jr., Charles McKee, William S. Metzel, Judson J. Milam, John L. Milholland, E. Thomas Miller, James A. Mitcham, Molly Dotson Morgan, Allen E. Morrison, William H. Morrison, Stephen A. Moss, Lisa Mullen, George H. Murray, IV.

N-Z

J. Herbert Nelson, S. Curtis Patterson, Jamie Bibee Pharr, A. B. Plexico, Phillip J. Pogue, W. Clark Porter, III, Michael J. Poulos, Catherine J. Reed, Leland A. Richardson, Raymond Riddleberger, Paul N. Ridolfi, James M. Rissmiller, Russell H. Ritchel, Jr., Jeannette G. Rodenbough, Paul S. Ryoo, Donald G. Scofield, Jr., Dennis J. Sebesan, Grant M. Sharp, Ethel C. Simonetti, Jeffrey D. Smith, Paul R. Snell, Billy F. Sosebee, Laura M. Spangler, Joe L. Spears, Rollin M. Steele, Jr., William F. Stephens, Samuel Stevenson, Patricia F. Stewart, Larry E. Summey, John G. Truitt, Jr., William D. Varker, W. Russell Ward, Jr., A. Michael Warren, Worth N. Watts, William C. Weckerly, Kellie E. Weekley, Robert S. Wells, Norman M. Whitney, Sr., John A. Wilkerson, Jr., Stephen Wilkins, Charles Williams, James K. Wilson, Jr., William T. Wing, Richard S. Wurst, Jr., Christopher E. Zorn.

The following Ministers asked to be excused from attendance:

James H. Allen, L. Adlai Boyd, Janet Briscoe, Carole F. Chase, Stewart E. Ellis, Larry W. Freeman, James H. Grant, Jr., Walter W. King, J. Benjamin Kirkland, Robert E. Lee, J. Roger Marrow, Steve A. Martin, James F. Miller, Lisa T. Nelson, David C. Partington, Steve Macon Pharr, Joseph L. Pickard, Marie P. Reed, A. Carter Shelley, R. Page Shelton, Jerold D. Shetler, Stevan A. Snipes, J. Gordon Williams, Paul D. Woodall, Jr., R. Scott Woodmansee, William J. Wrenn, Jr., Robert L. Yoder.

The following Missionaries and Chaplains were excused:

Sherron K. George.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Lawrence W. Avent, Thomas B. Bagnal, Jr., James H. Banbury, Dwight Lee Barker, Ernest Bradford, Edwin C. Brammer, Jr., Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, William H. Chappell, L. B. Colquitt, Jr., Watt M. Cooper, Herbert H. Culler, Frank A. Davison, F. Marion Dick, C. Wayne Dixon, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Samuel R. Fudge, Harold E. Fuller, Jr., Joseph M. Garrison, J. Stimson Hawkins, Hewitt F. Helm, Everett A. Hewlett, John S. Johnson, Hardin A. King, William R. Knox, Julian Lake, William F. Long, Wilkes D. Macaulay, John R. McAlpine, III, James M. McDaniel, Lacy V. McPherson, Allen C. McSween, Donald Mimbs, K. Moser Misenheimer, H. Reid Montgomery, Joseph Mullin, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, Donald G. Price, James L. Price, Jr., John A. Redhead, Jr., Gerald N. Reiff, William C. Rhodes, Jr., Lester E. Sheppard, William R. Smith, III, Jamie D. Stimson, Harry S. Thomas, Robert L. Turner, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, John C. Whitley, Frank C. Wilkinson, John A. Womeldorf.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery.

Robert R. Childs, Jr., M. Susan Dobyns, James T. Frazier, Carter B. Gillespie, Scott C. Girard, Robert W. Henderson, Ann I. Hoch, William Stacy Johnson, Paul Lindsey, Z. Bradford Long, Ivan W. Lowery, James M. Mauldin, Gail Porter Nelson, Richard Osmer, Franklin L. Partridge, III, James T. Shields, Jerry M. Smith, Ronald A. Smith, John B. Talmage, Glenn C. Thomason, Robert R. Tolar, Jr., Rockwell P. Ward, Benjamin F. Williams.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Cathy Early, John Troxler, Allen Temple Margaret Cowan, Virginia Mott, Asbury Tom Sheppard, First (Asheboro) Barbara Hochuli, Jan Monroe, Bethany (Graham) Larry Durham, Bethany (Statesville) James V. Somers, Bethel Paul Boone, Bethesda (Ruffin) Carolyn Harrelson, Bethesda (Statesville) Hazel McNeely, Beulah Elizabeth R. Scott, Bixby Lib Cornatzer, First (Boone) Mary Ruth McRae, Buffalo Dot Schoalfield, First (Burlington) William Chan, Jr., Tom Collins, Ralph Holt, Jr., Clemmons Anne Smith, Cleveland George H. Knox, Collinstown Ray Mitchell, Community in Christ William D. Russ, Concord Becky Dreshill, Cooleemee Kevin Dodd, Covenant Mary Young, Cross Roads Bob Stephens, Danbury Community Marvin S. Cavanaugh, Dellabrook Rudolph V. Boone, Sr., Inis D. Johnson, Dogwood Acres Frances Fitzpatrick, First (Eden) Robert L. Stephens, Edward Webb Gladys W. Bailey, Elkin Byron Wolf, Faith Ann Collins, Fifth Creek Roy N. Campbell, Flat Rock Alvis L. McAlexander, Forest Hills Lynn Roach, Cindy Salter, Forest Park Steve Wilson, Francisco Betty Wright, Franklin T. J. Morgan, Freedom Idella S. McClelland, Dorena Stevenson.

G-M

Glendale Springs Art Phillips, Glenwood Eddie Leonard, Grace Mary N. Mitcham, Doris Moore, Graham Bill Cooke, Dan Wiggins, First (Greensboro) Robert M. Armfield, William D. Ditzler, Martha Henson, Will Hobbs, Bennie Lee Inman, Elaine McCoy, Greenwood James Pruitt, Griers Minnie Margaret Butler, Guilford Park Taylor Owens, Betty Peraldo, Hawfields Elmo Albright, First (High Point) Steve Braxton, Bo Morgan, Fred Teague, Highland Mrs. Whaley W. Batson, Parks Berryhill, Hills Don Martinat, Hope View Ed Crowder, Clarence J. Gant, Immanuel Ruth Haire, Jamestown John Hamil, Bill Pleasants, John Calvin Peggy Wilson, First (Kernersville) Robert W. Howell, Korean First Jung H. Kim, First (Lexington) Jim Beall Graham, Tom Smith, Second (Lexington) Tom Ryder, Lloyd Elizabeth West, Logan Blanche L. Feimster, Daisy Keaton, Madison John Dowdle, Mebane Joseph Webster, Memorial Mary Ann Pardue, First (Mocksville) Hank VanHoy, First (Mooresville) Allen M. Brawley, Lucille W. McClure, First (Mt. Airy) Michael King, Mt. Jefferson Lee Eldreth, Mt. Tabor Richard Heaggans, Constance Purcell.

N-Z

New Creation Community Katherine Blackburn, Barbara Clawson, North Wilkesboro David M. Bender, Dan Day, Old Providence Betty Wooten, Old Town John Bukas, Parkway Nancy Gilbert, Sue G. Phillips, Piedmont George Florence, First (Pilot Mountain) Vicki M. Sheppard, Pittsboro Edith C. Wasko, Pleasant Grove Jo Wilson, Presbyterian Church of the Covenant Saralynn Helzer, Presbyterian Church of the Cross W. C. Beasley, Prospect Helen Lyerly, Randolph Darrell Albertson, Lewis H. Hinesley, Reid Memorial Leon B. Phifer, First (Reidsville) Nancy Hill, First (Salisbury) Beverly Gobble, Lois Loeblein, Lynn S. Miller, Second (Salisbury) Dorothy Ann Coble, Sedgefield Barbara Barker, Shady Side Charles England, Robert Gilchrist, Shallowford Donna Han, Shiloh (Burlington) Pete Mattos, Siler City Holly K. Brooks, Smyrna Dale Crowder, Speedwell Nori Torbert, Spencer Jonnette Powell, Springwood Billy G. Sutton, St. James Catherine T. Bonner, Fred Cundiff, Eva Moore, St. Paul (Greensboro) Joan Davis, Reuben E. Mercer, St. Paul (High Point) Thomas Leach, Starmount Lenwood Collins, Randy Dunlap, Dinny Sisley, First (Statesville) Betty Boyd, Bill Lackey, Stony Creek Jerry King, Taylorsville William Mitchell, Third Creek Gwen Smith, First (Thomasville) John L.

Roser, Thyatira Eleanor Wilson, Trinity (Elon College) Alura Wheeler, Trinity (Salisbury) Ezra Gilliam, Trinity (Winston-Salem) Margaret Elliott, Unity Don Watson, Vandalia Jones E. Smith, Wentworth Doc Sherron, Westminster (Burlington) Harry Clark, Westminster (Greensboro) Gloria McMillin, Martha Snead, Whispering Pines Elsie Pinniy, First (Winston-Salem) Charlotte Blount, Mack Dagenhart, W. Graham Lynch, James S. Price, Yadkin United William H. Johns, Thomas O. Vinson, Yadkinville Louise Grose, Yanceyville Ed Tulloh.

The following churches were excused from having representatives at this meeting of Presbytery:

Clio, Fieldstone, Gulf, Mount Vernon Springs, Pine Ridge, Sandy Ridge, Shiloh (Statesville), Tabor.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Baird's Creek, First (Boonville), Calvary, Cameron, Centre, Crestwood, Ebenezer, El Bethel, Elmwood, Fairmont, Fellowship, Joyce, Lansing, Laurel Fork, Little Joe's, Love Valley, Milton, Second (Mocksville), Mount Vernon, New Salem, Oakland, Oakview, Peak Creek, Pine Hall, Red House, Riverview, Rumple Memorial, Saint Andrews, Southminster, Sparta, Stoneville.

The following Church Educators were enrolled:

Sammie Braxton, Donna Chase, Evelyn Edwards, Betty Anne Ellington, Bonnie Lamberth, Ida McCaskill, Rebecca McKee, Dottie Metropol, Gin Reid Mitchem, Pat Smith, Delores Spielman, Edye Williamson.

The following Corresponding Members were present:

William J. Cowfer of Coastal Carolina Presbytery.

The following Administrative Staff were present:

Willie D. Garvin, Phyllis L. Plyler, Esther Preston.

The following Visitors were registered:

G. Douglas Aitken, Jr., Thomas C. Anderson, Cathy Baldwin, Carolyn Banzhaf, Willie Barber, John Barney, Annie Miller Bates, W. C. Beasley, Nellie Bescher, Ruth C. Blue, Lois S. Brake, Nath Briley, Charles Cameron, Marian Cameron, Margaret C. Carr, Mary H. Carr, Annette Carruth, Roy L. Carruth, Edward Carter, Brenda Cobb, Mary Lois Cooke, Haywood M. Cope, Margaret Crowell, Bill DeLong, Irene Dietrich, Doris Dillon, Octavia Edwards, Bret Estridge, Jim Ferrell, Katrina Foster, Erwin Fuller, Philip R. Gelzer, Creola Goodman, Luella J. Graves, Dellene Gudger, Mrs. Welborn A. Hall, Welborn A. Hall, Lillie Steen Harris, Bernice Heaggans, Arlene Henderson, Suzanne Henderson, Cathie Holcombe, Elva Irvine, Kurt Johnston, Milnor P. Jones, Donna B. Kimbro, Juanita King, Gayl A. Knox, Wesley A. Kort, Roy Krege, Christie Leininger, Joel M. Long, Betty Lowrance, Rainey MacArthur, Becky McMasters, Nancy Marr, Cora L. Massey, Anne McKee, Hal S. McNeely, James Miles, Mitchell L. Miller, Jane Miller, William M. Miller, Betty Morrison, Bob Morrison, Mary Siewers W. Patterson, George Penn, Reather Phifer, Sarah Poole, Melissa Raymer, Howard Riggins, Charles Rodenbough, Otis B. Scott, Roxie Settle, Glenn Sheppard, Bob Snyder, Coy L. Stack, Frances B. Stack, Janice Sullivan, Allen Tate, Dan M. Thornton, Catherine Tulloh, Margaret C. Turner, Fred N. Ward, Marjorie J. Ward, Roberta Watson, Anne M. Wells, Murray M. White, Jr., Steve Wills, Welford Wilson, Caroline Wright, Rosa Yourse, Sam Zealy.

DOCKET

The Docket was presented by Murray White, Moderator of Council, and was approved (see Appendix B, pp. 87-88).

RE-IMAGINING INQUIRY COMMITTEE REPORT

Bob Fiedler, Moderator

Bob Fiedler brought to the attention of the Governing Body the revised reporting process and recommended its approval.

ACTION:

1. In the interest of fairness, equal opportunity for all to be heard, and completion of these matters in good and timely order, Presbytery adopted the following process for the discussion:
   a. Each speaker will address the Presbytery from one of the microphones available at the front of the sanctuary.
   b. Each speaker's statements will be limited to four minutes after which the Moderator will request the speaker to yield the floor.
   c. Statements will alternate "pro" and "con" on each present matter properly pending before the Presbytery.
   d. Each member may speak only once to each pending matter until all others wishing to speak have had their opportunity.
   e. The Moderator will seek to move the Presbytery to act in a timely fashion according to the adopted docket unless there is a motion to extend the debate.

The Committee Moderator, the Rev. Bob Fiedler, introduced the Rev. Gray Clark of the Peacemaking Committee who in turn introduced Elder Philip R. Gelzer of the Peacemaking Committee who offered guidance on ways to faithfully disagree earnestly with various viewpoints expressed and, at the same time, set that disagreement in the context of the love of Christ and His/our love for the church (which includes "each other").

Mr. Fiedler then outlined the steps taken by the Committee in fulfilling its responsibility to the Presbytery. He referred to data gathered in its work process. He introduced the members of the Committee to Presbytery.

The Rev. Steve Moss presented the Majority Report (Appendix C, pp. 89-102), and Rev. Fiedler presented the Minority Report (Appendix D, pp. 103-108). Mr. Moss moved the adoption of the Majority Report and Mr. Fiedler moved the adoption of the Minority Report.

Frank Allen then moved the adoption of an Alternate Motion as a second substitute, which was adopted as amended.

ACTION:

2. Salem Presbytery took action regarding the Re-Imagining Conference to:

   a. Petition the General Assembly Council to adopt the report made by Small and Burgess (Appendix E, pp. 109-114) as its provisional theological response to the controversial ideas expressed at the Re-Imagining Conference.

   b. Suggest to the Council that an immediate personnel review be undertaken in order to provide the Council and staff, including Mary Ann Lundy, the opportunity for clarification to the Church of her role and responsibilities and that of the other staff in the planning and execution of this event.

   c. Convey to the Council Salem Presbytery's grave concern for the hurts experienced both by those critical of the Conference as well as those who felt helped by it, and our covenant as a presbytery to pray for our Church's direction and renewal during these troubled times.

3. Presbytery dismissed the Inquiry Committee with thanks for its faithfulness and commitment.

LUNCH

The Presbytery was recessed for lunch at 12:30 with a prayer of thanksgiving led by the Rev. Dr. George C. Carpenter.

AFTERNOON SESSION

The Moderator reconvened the Presbytery at 1:30. The prayers of intercession and the prayer of dedication for the Two-Cents-A-Meal Offering were led by Charles Cameron.

REPORT OF PRESBYTERY COUNCIL

Murray White, Moderator

Your Council has met twice since the last Stated Meeting of Salem Presbytery. The actions and recommendations of the April 14 meeting will be reported as an addendum report.

ACTIONS REPORTED:

1. Council dissolved the committee appointed by Council to study the "Re-Imagining Conference" and elected five Elders to serve on a "Committee of Inquiry": Lois Brake, Jim Ferrell, John Hamil, Jane Miller, and Caroline Wright.

2. Council asked the Music and Worship Committee to have the Worship Service for the April 26 Presbytery meeting from 9:00 until 9:55 with a Hymn-Sing to begin at 8:45.

3. Council approved the presentation of certificates of commendation to former Moderators of Salem Presbytery.

4. Council approved having a maximum of two outside speakers in excess of ten minutes per Presbytery meeting with the exception of the two-day meetings.

5. Council recognized the election by Presbytery of Jim Wright (Westminster in Greensboro) and Dorothy Mintz (Logan) as Alternate Commissioners to the 1994 General Assembly. Willie Fisher (Burlington First) was designated as the Youth Advisory Delegate for 1994.

6. Council approved the use of $1,500 from the Program Pool for the International Mission Juarez Work Trip.

7. Council gave permission to Starmount Presbyterian Church to "enter into a financing agreement with a bank, with a limit of $1,000,000 in short-term borrowing (during the payout period) and $400,000 in long-term borrowing, with a term of at least 10 years" for church addition and renovation purposes.

8. Council approved the request from "The Beloved Community Center of Greensboro" endorsing its effort to obtain property and pledged $500 toward that effort.

9. Council approved a proposal to accept an opportunity provided by the Synod of the Mid-Atlantic for a One Year Student Intern with primary emphasis on Christian Education and Youth Ministry in three of our racial ethnic congregations which are without pastoral leadership. The Presbytery will be responsible for housing plus a $2,000 commitment to the program.

10. Council approved the following requests from the Salem Presbytery Church Development Committee concerning the New Church Development in Oak Ridge:

    A. For the employment by Salem Presbytery of:
        a. A Choir Director/Pianist at $2,400 per year
        b. Groundskeeper at $2,200 per year

    B. To approve use of $2,000 for purchase of lawn mower and string trimmer (in budget)

    C. To approve use of $15,000 in existing funds for renovation of second building
    (Funds will come from: $9,000 designated in 1994 budget
    5,000 gift from the L. Richardson Trust Fund
    1,000 from the Jim Bear Memorial Fund)

11. Council approved the request of the Salem Presbytery Church Development Committee regarding the Jamerson Church Manse in Lexington:

    A. To sell the manse property in question located at 309 Beckner St., Lexington, NC, through the services of Century 21 Realty of Lexington, and

    B. To allow the Salem Presbytery Church Development Committee permission to make all necessary mortgage payments and to pay expenses related to the sale of the property, between this date and the sale, with Committee funds to be restored at the time of the sale, and

    C. To completely reimburse Salem Presbytery for all funds expended in this matter since 1992, and

    D. To give the remaining portion of the sale price to Ms. Patsy Jamerson, since it was always the intent of the Church Development Committee to help Ms. Jamerson in the purchase of a home. Her father, the Rev. Mr. Jamerson, was buying the Beckner St. property when he died.

COUNCIL CONCURS WITH THE FOLLOWING COMMITTEE RECOMMENDATIONS in presenting them to Presbytery:

1. Peacemaking Committee
2. Personnel Committee

From its meeting April 14, 1994, the Council brings the following matters to the attention of Salem Presbytery:

ACTIONS REPORTED:

12. The Council approved January 21, 1995, as the International Missions Conference date with the Rev. Dr. Paul Eckel as principal speaker.

13. Council approved assigning to the Stated Clerk the responsibility for composing a letter of thanks to host churches for Presbytery meetings. (This would replace Resolutions Standing Committee and eliminate use of docket time for this purpose.)

Council approved each of the following matters and asked the Budget and Finance Committee to take the money from 1993 year-end funds. With the concurrence of Budget and Finance, Council makes the following recommendations:

ACTION:

4. Presbytery approved the following expenditures from the 1993 year-end funds:

   a. The amount of $10,000 to a proposed Mission Resource Center - Growing out of the Mwandi (Zambia) mission experience, the Thyatira Church is spearheading a drive to construct a building on its property to warehouse goods and equipment for mission ventures. It would accommodate both international projects and other mission related needs in the U.S. This is a joint venture with requests to the Medical Benevolence Foundation, other individual and trust donors, and interested churches. The establishment of an inter-church board, including one member representing Salem's International Mission Committee, to oversee the program and operation of the Mission Resource Center must be in place before the money is released.

   b. Up to $19,000 to replace John Handley's car ('90 Chevrolet Lumina with over 100,000 miles of use). The Personnel Committee recommended to Council that the present car be replaced with a mini-van to accommodate regular needs to transport people and materials/supplies.

   c. Establishment of a $5,000 '94 Program Pool in Council Budget and money set aside for:

      1) A $2,000 commitment to a Racial Ethnic Student Ministry Partnership Proposal through the Synod of the Mid-Atlantic.

      2) The amount of $500 in support of the Beloved Community Center project in Greensboro.

      3) Up to $2,500 for expenses for the Re-Imagining Conference Inquiry Committee.

These expenditures would leave an uncommitted balance of $33,110 in 1993 year-end unspent funds. The Budget and Finance Committee will make further recommendations at a later time concerning the remainder of the 1993 year-end funds. The Council is deeply concerned that the pledges from churches for the 1994 (current) Budget are presently $258,616 short. There are a number of churches who normally have indicated pledges by now which have made no commitment for 1994. The Budget and Finance Committee is monitoring the situation carefully.

ACTIONS:

5. Presbytery approved the purchase by Camp New Hope (through borrowed funds) of a tractor which will be financed through the Budget.

6. Salem Presbytery approved the following 1995 meeting dates:

   February 4
   April 25
   July 28-29
   October 24

7. Presbytery approved the following persons to serve on Presbytery's Nominating Committee:

   Mr. Neel Fleming of Hawfields for the Class of 1996
   Mrs. Jane Miller of Asheboro First for the Class of 1996
   Mr. Rob Lowe of Rumple Memorial for the Class of 1996

8. Presbytery appointed the following commission to recognize the Rev. Dr. J. Benjamin Kirkland's retirement at his home in Petersburg, VA:

Elder Lee Harrington	Highland
Deacon Shirley Harrington	Highland
Elder Esther Preston, Moderator	Highland
Elder Bob Hartsell	Winston-Salem First
The Rev. Dr. John Handley	Salem Presbytery
The Rev. Joe Pickard	Synod of the Mid-Atlantic

The following article from Monday Morning by one of Ben's longtime close friends explains the appropriateness of this action:

Ben Kirkland, my close friend, now lies largely immobilized at his home in Petersburg, Virginia, as the effects of a malignant brain tumor continue to affect his life. I am writing on his behalf to gather some nurture and support for Ben and his family in these ending months. I especially appeal to those men and women in ministry who knew Ben in seminary or in the presbyteries Ben served while he held pastorates in North Carolina.

Ben graduated from Union in Richmond in 1969. He then became pastor of the Newell Presbyterian Church in Newell, North Carolina, for about five years. He was then called to pastor the Highland Presbyterian Church in Winston-Salem. For a man his age, 31, to be the pastor of a large city church was testimony to his emerging skills as preacher, paster, teacher, and caregiver. His ministry there went very well until he was stricken with a malignant brain tumor in 1981. Following surgery, he was given three to five years to live. Yet Ben persevered as he struggled to remain as pastor of the Highland Church. The work there became too much, so following his resignation, he entered the Mundelin School in Chicago for some rest, nurture, and getting his life back together as best he could.

Coming back from Chicago, he again tried to be the pastor of a church. Following a brief period as a stated supply in Yanceyville, North Carolina, he was called to the Cross Roads Presbyterian Church in Mebane, North Carolina, where his ministry lasted for about a year. Ben only wanted to be a faithful pastor. Yet the cancer growing in him was preventing him from doing so. Following his resignation from the Cross Roads Church, Ben went on disability and returned to his childhood home in Petersburg. He is now there being cared for by a full-time nurse and his mother and sister.

Over the years, Ben's condition has slowly worsened to the point where he can barely speak, has limited short-term memory, and cannot do much for himself. Yet Ben remembers the years past very well. When I visit with him, he smiles calmly as a small tear makes its way down his cheek. He always tries to ask how I am doing and about the health of my family. His humor is still intact and his faith remains strong.

Christmas of 1992, when Ben was in critical shape in the hospital, after having suffered a mild stroke, we shared the sacrament of the Lord's Supper. It was a time of tears but also of hope as we affirmed the presence of God and the love of God and the fellowship of the Holy Spirit.

I feel the final thing I can do for Ben is to somehow let him know how much people do care. It is lonely for Ben lying there month after month and not hearing from anyone. Therefore, through this medium, I ask you to write him a card or letter as soon as you can to let Ben know others do care. Ben was a good and faithful servant for the Church in the name of Jesus Christ for as long as he was able. His brief but important ministry affected many people. It would be helpful for Ben and his family to hear from friends of long ago. His address: 2246 Walton Street, Petersburg, VA 23805.

Thank you for your help and support in ministering to Ben and his family. It will go a long way toward healing the pain, the mystery, and the sadness of what has been happening to Ben.

Joseph F. Condro, Pastor, Bethany Church, Staunton, VA.

OMNIBUS MOTION

Murray White, Moderator of Council, presented the Omnibus Motion. Following the removal of the change in terms of call for Lucius Gray from the Omnibus Motion, the Presbytery approved the remaining recommendations in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are designated by an OM in the left margin.

INTRODUCTIONS

Elders attending for the first time and other guests were introduced and welcomed. The following ministers from other presbyteries were welcomed and seated as Corresponding Members: Aries Davidian of Lackawanna Presbytery.

WELCOME

The Governing Body was welcomed by the Rev. Dr. George C. Carpenter, Interim Pastor of Guilford Park Church. Information regarding the facilities was presented, and the beautiful carvings that are found throughout the sanctuary were highlighted.

ECUMENICAL VISITOR

The Moderator introduced the Rev. Mr. Hank Boschen, pastor of Christ Lutheran Church, who addressed the Presbytery briefly.

MEMORIAL FOR HOWARD B. DAY, JR.

The Reverend Howard B. Day, Jr., Pastor Emeritus of the Montgomery Presbyterian Church of Belleville, New Jersey, died on May 20th, 1993, in Madison, N.C. where he had lived since his retirement in 1991. He was 63 years old.

Born August 2, 1929, in Youngstown, Ohio, the Reverend Mr. Day was a Westinghouse National Science Search Winner while a student at Allentown High School. He was a McMullen Scholar at Cornell University and studied voice as a hobby.

After graduation from Lafayette College, with a degree in Physics, he entered Princeton Theological Seminary teaching electronics and electrical engineering at Princeton University while pursuing his studies for the ministry.

He was ordained June 7, 1955, to serve as pastor of the Highland Presbyterian Church of Street, Maryland. He studied Clinical Pastoral work at Perry Point Veterans Hospital and Outdoor Christian Education at Southern Illinois University. He served as Boy Scout Chaplain for the Baltimore Area Council for eight summers and developed Commuter Lab Schools for teacher training in Baltimore Presbytery.

He served as Assistant Pastor of Old First Presbyterian Church in Rahway, New Jersey, specializing in Youth and Educational Ministry and led a youth work camp in Leeds, Maine in 1964.

The Reverend Mr. Day was installed as Pastor of Montgomery Presbyterian Church on February 7, 1965, by the Presbytery of Newark beginning 27 years of service. He was Stated Clerk of the Presbytery of Newark from 1978 - 1989. He also moderated the Committee on Ministry and was Presbytery Moderator twice. He moderated the Nominating Committee of the Synod of New Jersey in 1963.

Howard Day is survived by his wife of 41 years, Eveline M. Wall of Madison, NC; two sons, David and Andrew of New Jersey; and a daughter, Ruth Adams and grandchildren Ronnie and Clare Adams, also of Madison.

Described by members of his congregation as a man of intellectual brilliance and warm personality, with a grasp of subjects ranging from Engineering and the Sciences to Music and Theology, he was noted for his love of singing, his many community interests and the strong impact he made on the lives of thousands of persons both within and outside the churches he served.

(Written by the Rev. Molly D. Morgan)

SERVICE OF HONORABLE RETIREMENT

Presbytery joined in a service of Honorable Retirement for the Reverend Mr. William H. Morrison. Malcolm Bullock spoke of his contributions to the Church during his ministry. John Handley presented to Mr. Morrison a framed Certificate of Retirement on behalf of Salem Presbytery.

REPORT OF THE EXAMINATIONS COMMITTEE

W. Russell Ward, Jr., Moderator

Presbytery proceeded with the examination of William Riche DeLong, Kurt W. Johnston, Joel M. Long, and Dan M. Thornton, who wish to transfer into Salem Presbytery. They have been examined and approved by the Examinations Committee of Presbytery.

RECEPTION OF WILLIAM RICHE DELONG

ACTION:

9. Presbytery approved the committee and floor examination of William Riche DeLong in accordance with Book of Order G-11.0402.

a. The work of Chaplain and Supervisor-in-Training at North Carolina Baptist Hospital, Winston-Salem, North Carolina, was declared a validated ministry (G-11.0403); and The Reverend William Riche DeLong of de Cristo Presbytery was received as an active member of Salem Presbytery engaged in a validated ministry in service beyond the jurisdiction of this Church (G-11.0411); and further, he was authorized to celebrate the Sacrament of Baptism (W-2.3011 b) and the Sacrament of the Lord's Supper (W-2.4012 b).

b. His credo which follows, was approved:

I believe in God, the creator. God, known to us as father, created all that is and all which is not. God did not create out of necessity, but out of God's own choice. In God's creating, God became to us, humanity, as partner, by God's choice. This partnership is revealed to us in the act of creation which included God's continued care, nurture, and love. Partnership is further demonstrated by God's continued breaking into human history, principally in the form and person of Christ.

I believe in the person of Jesus of Nazareth, the Christ, God revealed once for all, his love and partnership with humanity. In the "god-man" love, justice and fidelity were made known in their purest form. In Christ we are shown the deepest wells of God's love and faithfulness. This faithfulness could not be destroyed by sin, by rejection, or even by death. In the cross of Christ, all people were brought into the presence of God, made whole, and complete. In the cross of Christ we see both the depth of human suffering and the nature of suffering itself. Because of the life, death, and resurrection of Jesus, we are invited to reframe this suffering into something redemptive both individually and corporately.

I believe in the active love of God toward creation and toward the Son. This active, redemptive love we call the Holy Spirit, leads all to the truth revealed in Christ. The Holy Spirit is one with the Father and Son, just as our love for our children cannot be separated from the sense of who we are. These mysteries of God can only be revealed to us by faith and through the active work of the Holy Spirit.

Human beings, women and men are creatures seeking God. In this journey, many look for other substitutes for God leading to chemical addiction, dysfunctional relationships, interpsychic distortions, and feeling of isolation and depression. Although restoring a relationship with God cannot be equalled in wholeness, restoring functional persons may require other interventions along with this mended relationship. Any of these forms of idolatry will lead to separation from God known to us as sin.

Because of God's love for us, God broke into human history in the form of Jesus of Nazareth. This event was witnessed by faithful men and women and written down in what we call the Christian scriptures. In this book we are invited to hear the ancient story of Christ and God's love for us. In the Hebrew scriptures, we learn of God's faithfulness and covenant. Neither book describes God fully without the other. In the Christian scripture we are given instruction for moral behavior and spiritual guidance. As with all things human, these writings are conditioned by the language, thoughts, and literary forms of the times and places in which they were written. Thus, the church is called to interpret the scriptures with a historical and literary understanding, looking to God for faithful interpretation of scripture to current and modern problems.

In the revelation of God, people of faith gather together for the purpose of worship, communion, instruction, sacraments, friendship, mission, and justice. We call this the church. In the life of the church we celebrate the love of God through the gifts given to the church. These include preaching and teaching, praise and prayer, baptism, and the Lord's Supper. It is the responsibility of the church to insure that these gifts are expressed in a manner which is meaningful to new and different generations. The church is God's active witness in a broken and hurting world. The church is called to be an instrument of justice and reconciliation in this world which God loves. As a community of faith, the church is still made of people in need of God's grace and each other's compassion. The church is called to openness and respect of other religions, including non-christian faiths. The church in seeking to be God's faithful witness in this world, must evaluate itself in many ways. This evaluation should include the insights of other human disciplines including psychology, sociology, philosophy and political science.

c. Mr. DeLong was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF KURT W. JOHNSTON

ACTION:

10. Presbytery approved the committee and floor examination of Kurt W. Johnston in accordance with Book of Order G-11.0402.

    a. The work as Interim Pastor of the Presbyterian Church of the Covenant, Greensboro, was declared a validated ministry (G-11.0403); and The Reverend Kurt W. Johnston of Charlotte Presbytery was received as an active member of Salem Presbytery engaged in a validated ministry effective March 6, 1994.

    b. His credo which follows, was approved:

I believe in One God who is trinitarian in being, who has revealed Godself as Father, Son, and Holy Spirit. I believe that this God is the Creator of the Universe and all three Persons in the Godhead were and are involved in Creating, Redeeming, and Sustaining. I believe that creation is essentially good, including humanity, but has become corrupted, or fallen.

I believe that God is not responsible for the fallen creation, but that humanity bears that responsibility. I believe that God has taken the initiative to deliver or redeem fallen humanity. God has taken the initiative by entering human history, by becoming a true man in the person of Jesus of Nazareth.

I believe that Jesus of Nazareth reveals the heart of God; He is the full revelation of the love of God, the being of God; He is the image of God. And yet at the same time Jesus also reveals what true humanity is for He is the image of humanity. Jesus loves us, fallen humanity as God only can and shows us that God is for us and not against us. Jesus loves God as man is supposed to, with all of one's heart, mind, and soul.

I believe that God is for us and not against us, that God has already reconciled the world to Himself in and through the birth, life, and death of Jesus of Nazareth. On the other hand, God has given the Church the ministry of reconciliation, of calling everyone to repent and believe the good news - that God has reconciled the world unto Himself in and through the person of Jesus of Nazareth. Therefore we must reconcile ourselves to God since He has taken the first step to restore us into a positive relationship with Himself.

I believe that the Holy Spirit is God present and active in the World. It is the Holy Spirit who reveals to us the Saving Work of God the Father through the Son for us. I believe that God the Father is the content of what is Revealed; I believe that God the Son is the Revelation of the Father; and I believe that God the Holy Spirit is the Revealer of our minds that enables us to respond to the Revelation of Jesus Christ.

I believe that God has made God's self known; first in Creation, second in History through might acts of deliverance such as the Exodus and the cross, third in Scripture which bears witness to these Mighty acts of God, and fourth in the Church. But God has made Godself Uniquely and Absolutely known in the Person of Jesus of Nazareth.

I believe that Scripture is the only authoritative guide for faith and practice and that scripture bears witness to the Word of God, the Second Person of the Trinity, Jesus Christ, who is the Revelation of God.

c. Mr. Johnston was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF JOEL M. LONG

ACTION:

11. Presbytery approved the committee and floor examination of Joel M. Long in accordance with Book of Order G-11.0402.

    a. Joel M. Long was received from the Presbytery of Western North Carolina to accept the call of the First Presbyterian Church of Eden to serve as Pastor effective March 7, 1994.

    b. His credo which follows, was approved:

I believe in God....
...the Father Almighty. Maker of Heaven and Earth
...the Son. Jesus Christ. Redeemer. Lord and Savior of all
...the Holy Spirit. Presence of God in the world and Life Giver

I believe the Scriptures of the Old and New Testaments to be by the Holy Spirit, the unique and authoritative witness to Jesus Christ in the Church universal, and God's Word to us.

I believe the essential tenets of the Reformed faith are expressed in the confessions of our Church and are authentic and reliable expositions of what Scripture leads us to believe and do as followers of Christ.

I believe the Church is God's creation. She is an agent of reconciliation, a light to the nations, and servant to all in need.

I believe there were two sacraments, Baptism and the Lord's Supper, instituted by Christ to be celebrated in the Church. They serve as signs and seals of His grace.

In conclusion, I believe God's grace is sufficient for all things. By His grace we experience the forgiveness of sins, empowerment for mission, the ability to love our neighbors as ourselves, the faith to be His disciples, and the call to be good stewards of His Creation.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Long and the First Presbyterian Church of Eden effective March 7, 1994; approved the following Terms of Call; and the Call was ordered placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g.) and the AAEEO Policy adopted by Salem Presbytery (July, 1993) in offering this call.

Salary	$28,000
Housing Allowance	12,000
Automobile Allowance	2,300
Book Allowance	275
Benefits Plan	14,260
Moving Costs	Provided
Continuing Education	750

Vacation	Four Weeks
Study Leave	Two Weeks

d. The following Commission was appointed to install him on May 15, 1994, at 11:00 a.m. at First Presbyterian Church, Eden, North Carolina:

NAME	RESPONSIBILITY	MINISTER/ELDER
Michael Warren	Preside & Propound the Constitutional Questions	Minister
Bill T. Lowe Guest	Preach the Sermon	Minister
Ed Brammer	Charge the Minister	Minister
David Kivett	Charge the Congregation	Minister
Jim Eggleston	Lead in Worship	Elder
Jack Dyer	Lead in Worship	Elder
Keith Long, Jr. Guest	Lead in Worship	Elder

e. Mr. Long was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF DAN M. THORNTON

ACTION:

12. Presbytery approved the committee and floor examination of Dan M. Thornton in accordance with Book of Order G-11.0402.

a. Dan M. Thornton was received from the Presbytery of Western North Carolina to accept the call of the Second Presbyterian Church of Salisbury effective April 1, 1994.

b. His credo which follows, was approved:

The Bible records the revelation of God. The Bible is "given by inspiration of God, to be the rule of faith and life" (The Book of Confessions, 6.002). I believe the Bible is the Word of God and therefore is the primary source of authority. The Bible reveals God as the triune God, God the Creator, God the Redeemer, and God the Comforter. The trinity consists of God the Father, Son, and Holy Spirit. God is the God who acts in history. God created the universe, is all powerful, and is the Ruler of the universe. God is holy, just, and eternal. "God is spirit" (John 4:24). God created humanity in God's own image. God's creation was good but humanity sinned when we refused to accept the sovereignty of God over our lives (Romans 5:12). God sent His Son, Jesus Christ, to redeem humanity from the sin that had enslaved it. The Bible reveals God as Redeemer. God became flesh and dwelt among us (John 1:14). Through the life, death, and resurrection of Jesus Christ, God won the final victory over sin and death. The work of Jesus Christ redeemed the world. Jesus told us that He would send the Comforter to be with us. God works today and has worked through the ages through the Holy Spirit (Galatians 4:6). The Holy Spirit is the means by which God is at work today in the Church.

The church is the community of those called by God into fellowship with Him and with each other to know and do His will (Ephesians 1:10). Through the Church, God provides for developing the Christian mind and conscience through preaching, teaching, Bible study, prayer and the sacraments. The church is a nurturing and caring community. The church must be the place of proclamation and remembrance. The church is the body for the retelling of the story of the mighty acts of God among the people of God. This retelling the story gives the body its mooring, its heritage.

In the twentieth century, the church must be a community to counteract the forces of individualism. God created a communal being in humanity. The church tells the story of the relationship of the community and God. God is the God who acts in our history, our lives. People are looking for meaning to life and the church must provide this meaning. Humanity has sinned and the church is the place for redemption. The church must provide guidance and direction in the world in which we live. Individualism has robbed us of our moral standards. The church must provide these. The church has the Bible and tradition. This is the authority, the standard needed for today's society. Preaching is a major part of our worship. Preaching and visiting in the homes of the members are major means of building community.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Thornton and the Second Presbyterian Church of Salisbury effective April 1, 1994, approved the following Terms of Call; and ordered the Call placed in his hand. The Committee is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g.) and the AAEEO Policy adopted by Salem Presbytery (July, 1993) in offering this call.

Salary	$16,000
Housing Allowance	6,000
Furn./Utility Allowance	2,250
Automobile Allowance	2,800
Book Allowance	275
Benefits Plan	7,837
Moving Costs	Provided
Social Security Equiv.	1,989
Presbytery Savings Plan	403
Continuing Education	4,000
Vacation	Four weeks
Study Leave	Two weeks

d. The following Commission was appointed to install him on May 1, 1994, at 3:00 p.m. at the Second Presbyterian Church in Salisbury, North Carolina:

NAME	RESPONSIBILITY	MINISTER/ELDER
John Handley	Preside & Propound the Constitutional Questions	Minister
George Hutchins Guest	Preach the Sermon	Minister
Malcolm Bullock	Charge the Minister	Minister
Dwight Messinger	Charge the Congregation	Elder
Larry Freeze	Lead in Worship	Elder
Larry Summey	Lead in Worship	Minister
Jonnette Powell Guest	Lead in Worship	Elder
Becky Lowery	Lead in Worship	Elder

e. Mr. Thornton was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

REPORT OF BILLS AND OVERTURES COMMITTEE

Ed Lewis, Moderator of the Committee, gave the report and recommendations of the Committee regarding four overtures. The other members of the Committee were: Fred Teague, Margaret Elliott, James Mitcham, and Doris Moore.

ACTIONS:

13. The Overture from the Presbyterian Women (Appendix F, p. 115) regarding their request to be moved from their present organizational structure location under the National Ministries Division to the Congregational Ministries Division was approved to forward on to the General Assembly.

14. The Overtures from the Starmount Presbyterian Church, the First Presbyterian Church of Winston-Salem, and the Fourteen Ministers (Appendix G, pp. 116-118) were answered by the action of Presbytery regarding the Re-Imagining Conference earlier in the day.

15. The Overture from the Beulah Presbyterian Church (Appendix H, pp. 119-120) concerning environmental justice was referred to Salem Presbytery's Peacemaking Committee.

COMMITTEE ON MINISTRY
JIM RISSMILLER & ANN JAHNES, CO-MODERATORS

VALIDATION OF MINISTRY

ACTION:

16. In accordance with G11.0411 that reads, "An active member engaged in a validated ministry beyond the jurisdiction of the Church may be engaged in a ministerial calling consonant with the mission of presbytery in an organization, agency, or institution in which this Church has no official participation or may serve temporarily as pastor or in some other capacity in another denomination, **and may, with the approval of presbytery, accept ministerial membership in that Church for the period of such service without forfeiting his or her membership in the Presbyterian Church (U.S.A.) presbytery in which he or she hold membership.** Before entering upon such service the minister shall request permission of the presbytery of membership. The committee on ministry of the presbytery shall make a thorough review of the proposed ministerial function and report its recommendations to the presbytery.

    The committee shall determine and report whether the service complies with all of the criteria enumerated in G-11.00403, without exception. If the presbytery grants the permission requested, such permission shall be subject to review and renewal annually." Salem Presbytery granted permission to The Reverend Mrs. Patricia F. Stewart to hold ministerial membership in the Christian Church (Disciples of Christ) in Greensboro, North Carolina as Minister of Christian Education for as long as she serves that congregation.

Stated Supply Relationships

ACTION:

17. The Stated Supply relationship between The Reverend Marie Reed and the Yanceyville Presbyterian Church in Yanceyville, North Carolina, was renewed for a period of one year, from March 1, 1994 to February 28, 1995.

Requests to Labor Within the Bounds of Salem Presbytery

ACTIONS:

18. The Reverend Ares Davidian of the Lackawanna Presbytery was granted permission to labor within the bounds of Salem Presbytery as a Supply Pastor for a period of one year or until February 28, 1995.

19. The Reverend George H. Wright of Pittsburgh Presbytery was granted permission to labor within the bounds of Salem Presbytery as a Supply Pastor for a period of one year or until February 28, 1995.

Appointment of Moderator of Session

ACTIONS:

20. The Reverend Kurt Johnston was appointed as Moderator of the Session at the Presbyterian Church of the Covenant, Greensboro, North Carolina.

21. The Reverend Charles Fitzpatrick was appointed to serve as Moderator of Session for the Dogwood Acres Presbyterian Church in Asheboro, NC until such time as a permanent pastor has been installed.

Request for Retirement

ACTION:

22. Upon his request The Reverend Benjamin Kirkland was granted the status of Honorably Retired, effectively April 26, 1994. (The Reverend Kirkland is critically ill and may be reached at: 2246 Walton Street, Petersbury, VA 23805.)

Changes in Terms of Call

ACTION:

23. The attached changes in terms of call were approved. (See Appendix I, pp. 121-124.)

Termination and Separation Policy for Salem Presbytery for Ministerial Relationships in Conflict

ACTION:

24. The attached Termination and Separation Policy for Salem Presbytery for Ministerial Relationships in Conflict was approved. (See Appendix J, pp. 125-128.)

MEMORIAL FOR ROSCOE BROWN FISHER

November 21, 1909 - October 27, 1993

Roscoe Fisher was born in Salisbury, North Carolina, the son of the late Albert Luther V. and Cora Brown Fisher. He received his bachelor's degree from the University of North Carolina at Chapel Hill (1931); and master's degree from the University in 1935. He studied at the Lutheran Theological Southern Seminary in Columbia, South Carolina, Class of 1934. He did further graduate/post graduate study at the UNC School of Journalism, Emory University, Columbia University as well as Union Seminary in Virginia. He earned the Doctor of Ministry degree from McCormick Theological Seminary in Chicago in 1978.

On August 28, 1935, he married the former Pauline Little, who survives. His children include one son, Luther Brown Fisher, II, of Chapel Hill and four daughters, Mrs. Martha F. Ouderkirk of Atlanta, GA, Mrs. Mary F. Lemons of Albemarle, Mrs. Miriam F. Huneycutt of Norwood, and Mrs. Millie F. Milam of Statesville. He was preceded in death by a son, Luther Brown Fisher, and four brothers, Rev. Herman Fisher, Dr. Ray Fisher, Marcus Fisher, and Rev. Carl Fisher. Two brothers survive, June Fisher of Matthews and Rev. Earle Fisher of Charlotte. Roscoe and Pauline have nine grandchildren.

Dr. Fisher served Lutheran churches in Salisbury, Fayetteville, Asheboro, Hamlet, Lenoir and Brooklyn, NY, and Presbyterian churches in Badin and the Bixby-Cooleemee Parish of Concord Presbytery, Bethesda Church of Statesville, the Harmony Church, Hephzibah Church in Bessemer City, and the Bethany Church in Statesville. He is best known as a writer, author and columnist, publishing 550 articles entitled, "Bits of Life".

We gather today to celebrate the life of this faithful servant of our Lord. "Blessed is the man who endures the trial, for when he has stood the test he will receive the crown of life which God has promised to those who love him." (James 1:12)

(Written by the Rev. Dr. E. Thomas Miller)

COMMITTEE ON PREPARATION FOR MINISTRY

Jean Rodenbough, Moderator

ACTIONS:

25. Charles Nathan Briley, member of First Presbyterian Church of Mt. Airy, NC, was enrolled as a Candidate for Ministry, under the provisions set forth in G-14.0304 and G-14.0305.
26. Dr. Wesley Kort was enrolled as a Candidate for Ministry under the terms designated in G-14.0403. Reasons are as stated in minutes of February 5, 1994 meeting of Salem Presbytery.

MEMORIAL FOR JOHN W. LUKE

1898 - 1993

Rev. John Wheeling Luke was born March 6, 1898, in Charlestown, West Virginia, and attended Hampden-Sydney College, where he would later receive an honorary Ph.D. After hearing God's call on his life, he received his M.Div. from Union Theological Seminary.

Rev. John Luke was ordained on May 28, 1927, by Winston-Salem Presbytery and came to Glendale Springs, North Carolina, that same year. Here he met and married Mary Shaw, a Christian worker from Wagram, North Carolina. He was a man made for these mountains, and he grew to be loved by all, Christian and non-Christian alike. Dr. Luke established the first boy scout troop in Ashe County, served on the draft board, and established several churches, and was responsible for many accepting Jesus Christ as their Lord and Savior. There was literally no one that didn't love Rev. Luke, for his life was one of love and service to anyone who came his way.

When Dr. Luke came to Ashe County there wasn't much work so there wasn't much money, and when he saw a family in need, he went about meeting that need, even when it meant giving up some personal need to help out someone else. If he had it, it was to be used to minister to others: be it food or shoes. John Luke was a living example of "do unto others as you would have them do unto you".

And he loved the youth of the Blue Ridge area. He once took a bunch of boys to Washington and while returning home, one young man remembered that he hadn't paid for his cold drink. Now Mr. Luke wanted them to know the importance of stewardship, so he turned around, drove 30 miles and let the young man pay for his drink. Many would have said, "Don't worry, it's only a nickel", but not John Luke. He was a man devoutly honest and wanted all to know that honesty was of God.

When Dr. Luke retired, he continued to serve the youth in our area by having a Wednesday evening youth night in the gym built in his and Mary's son's honor. He was and is greatly loved in these mountains he called home. And he will live on in the hearts of all who he touched through his years as minister, friend, counselor, and brother in Jesus Christ.

The Rev. Dr. John Wheeling Luke died October 14, 1993, in Birmingham, Alabama, and now lives forever with his Lord and Savior, Jesus, the Christ.

(Written by the Rev. Phillip J. Pogue)

GHANA REPORT

Charles and Marian Cameron reported on their recent trip to Ghana. Charles requested 15 seconds of silent prayer for the people in Ghana and those in South Africa.

OUTDOOR MINISTRIES DIVISION

Guy Hunt, Moderator

Enrollment in our camps is growing from year to year. Guy Hunt urged churches to encourage their children and youth to attend one of the camps co-owned by Salem Presbytery.

PERSONNEL COMMITTEE

Rosa Yourse, Acting Moderator

The Personnel Committee conducted the annual performance review of the Reverend Hewon Han on April 5, 1994.

The review revealed that Hewon is consistent and helpful, that he is frequently used as a "sounding board", and that he is a man of strong faith and convictions.

The Committee encourages Hewon to continue his development of a goal-oriented model for Christian Education. The Committee also encourages him to share more of his ethnic heritage with the groups with which he works.

Salem Presbytery is truly blessed to have him on its staff.

ACTION:

27. The Reverend Hewon Han was commended for his work for Salem Presbytery, and Ed Lewis led the Presbytery in a prayer thanking God for Hewon and his life and work among us.

The Committee received a request from Mike Warren, Associate Presbyter for Care and Development of Leadership, for an adjustment in his housing allowance.

ACTION:

28. The following resolution was adopted by Salem Presbytery:

    Whereas, section 107 of the Internal Revenue Code permits a Minister of the Gospel to exclude from gross income a church-designated allowance paid to him/her for actual expenses in owning or renting a home; and

    Whereas, the Rev. Michael Warren is compensated by Salem Presbytery exclusively for services as a Minister of the Gospel; and

    Whereas, Salem Presbytery does not provide the Rev. Michael Warren with a parsonage; therefore, it is hereby

Resolved that of the total compensation paid to the Rev. Michael Warren for calendar year 1994, 40% ($16,632) be designated to be a housing allowance pursuant to section 107 of the Internal Revenue Code; and it is further

Resolved, that the designation of $16,632 as a housing allowance shall apply to calendar year 1994 and all future years unless otherwise provided.

ACTIONS:

29. The Rev. Michael Warren's salary package was increased by $2,000, effective for 1995.

30. Presbytery approved a 4% salary increase for all Presbytery personnel for 1995.

MEMORIAL FOR THOMPSON BROWN SOUTHALL, JR.

Tom Southall loved the small membership church! Born in McDowell, Virginia, where his father was pastor of three churches, his happiest years in ministry were spent in similar settings. His wife of 57 years, Lillian Hedleston Crane of Nashville, Tennessee, studied at the Assembly's Training School (now PSCE). They were married May 20, 1936.

College and seminary were hard work for Tom. There were many things happening at once, which was characteristic of his life. He began at Hampden-Sydney College in 1922, finished at Randolph Macon College with a Bachelor of Arts Degree after teaching and working in business. That same pattern continued at Union Seminary in Richmond. He served the nearby Ashland Church while at seminary, continued after ordination by East Hanover Presbytery, July 12, 1936, and added a Stated Supply relationship with Millford Church and King's Chapel in 1937. In 1938 Tom and Lil answered God's call to service in Korea. After almost two years in language school and assignment to a mission station in Southern Korea, they were visited by a U. S. State Department representative and advised to pack two suitcases and flee before the Japanese invasion. They were on the boat the next day just before the outbreak of World War II. Lil was pregnant with their first child, and Thompson Brown Southall, III was born in Greensboro, North Carolina. The family then moved to Banner Elk where Tom accepted a call as pastor. While in that pastorate Florence was born.

The growing family left their beloved mountains in 1946 for a call to Tom as Home Mission Secretary of New Orleans Presbytery. Tom's multi-faceted life is never more clear than the New Orleans period: 1) He started a Chinese speaking chapel, 2) was director of college work, 3) and was away at his continued studies at Union Seminary when the twins (Curtis and Marable) were born on April 1--no foolin'! The ThM Degree was awarded in 1949. The thesis centered on the ups and downs of the small churches he had known. Tom left the flat lands in 1954 to become the Executive Secretary of Concord Presbytery where he served until 1966. His love for small churches continued through his entire service to the church, and, characteristically, his last active pastorate was the Beulah, Pisgah Monterey, and Crabbottom Churches very near his birthplace in the Virginia mountains. Upon his retirement by Lexington Presbytery November 1, 1970, the Southalls moved back to Statesville, North Carolina. Lil was an accomplished DCE and served a number of churches, including Ashland, where their ministry together began.

Upon leaving Statesville in the 1970's the Southalls moved to a farm near Staunton where Tom continued stated supply assignments for Shenandoah Presbytery. Lil's last DCE work was at the Covenant Church, Staunton, Virginia, where she also became an elder. Four years ago they moved to the Sunnyside Home near Harrisonburg, Virginia, where Tom died November 18, 1993. Lil continues to live at Sunnyside.

Tom Southall was a faithful servant of Christ who served his Lord with devotion and good humor throughout his 88 years. He loved the Church, especially small ones, never knew a stranger, and was an encouraging model for many young pastors. "Well done, good and faithful servant!"

(Written by the Rev. John M. Handley)

NOMINATING COMMITTEE REPORT

Ed Mack, Moderator

ACTION 31:

Synod

Self Development of People
  Class of '99
    John Edwards (First Greensboro)

Social Justice
  Class of '96
    Rev. James Henderson (Calvary)

ACTION 32:

Salem Presbytery elected the following persons to fill vacancies in the structure as stated:

Adult Ministry
  Class of '95
    Rev. Chris Zorn (John Calvin)
    Bob Elliott (Highland)

Budget and Finance
  Class of '94
    Rev. Jud Milam (St. Andrews) replaces Rev. Don Lannon

Camp Grier
  Class of '95
    Don McCracken (North Wilkesboro) replaces Leslie Caulden

Children's Ministry
  Class of '96
    Rebecca McKee (Parkway) replaces Darlene Lytton

Church Development
  Class of '96
    Rev. James Henderson (Calvary)

Communications
  Class of '96
    Rev. Wyatt Aiken (Mebane)

Ecumenical Relations
Class of '96
Rev. Bill Chappel (Griers and Pleasant Grove)

Educational Ministry
Class of '94
Bonnie Lamberth (Starmount)
Class of '95
Jack Barr (Old Town) replaces John Hamil
Class of '96
Hazel Connelly replaces Rebecca McKee

Goals and Evaluations
Class of '94
Mr. Graham Smith (Hawfields)
Class of '96
Rev. Joe Spears (Mt. Tabor)

International Missions
Class of '96
Jane Hansel (First Greensboro) replaces Mensing

Peacemaking
Class of '94
Teresa Mackey (First High Point) replaces Janice Sullivan

Personnel
Moderator
Rev. Ed Lewis (First Mooresville)

Single's Ministry
Class of '96
Sarah Price (Highland)

Social Justice
Class of '95
Cora Massey (St. Paul, High Point) replaces Rev. Guy Hunt
Roy Carruth (Mt. Tabor)
Class of '96
Rev. Stimp Hawkins (Hospice) replaces Lovie McBryde

Worship and Music
Class of '94
Gary Knox (Cameron) replaces Rev. Charles Williams

Remaining Vacancies

Church Development Division Moderator
______________________ r. Rev. Herbert Nelson

Camp Grier
Class of '94
____________________ r. Rev. Guy Hunt

Camp New Hope/Presbyterian Point
Class of '94
____

Communications
Moderator:________________
Class of '96
______________________ r. G. Smith

Council
Class of '96
______________________ r. S. Thomasson

Criminal Justice
Class of '95
____

Examinations
Class of '94
______________________ r. C. Montague

International Mission
Class of '96
______________________ r. R. Pittard

Ministry
Class of '95
______________________ r. M. Elliott

Outdoor Ministries Division
Class of '96
______________________ r. W. Aiken

Personnel
Class of '94
____
Class of '96
______________________ r. F. Tatum

Preparation for Ministry
Class of '95
______________________ r. David Daniel
Class of '96
____

Racial Ethnic
Class of '95
____

Resource Center
Class of '96
____

Women's Ministry
Class of '95
______________________ r. M. Coley

ACTION 33:

The following persons were elected as Commissioners to the 1994 Synod of the Mid-Atlantic meeting June 23 - 25 at Davidson College:

Elder Principals

Bill Hylton (High Point First)
Marion Griffin (Asheboro First)
Margaret Elliott (Trinity, Winston-Salem)
Henry Johns (Yadkin United)
Josh Wall (Madison)
Bob Thomas (Westminster, Greensboro)
Darlene Lytton (Boonville First)
(Springwood)

Elder Alternates

Jeanne Cockrell (New Salem)
Theodore Harrison (Thomasville First)
Bill Browder (Pittsboro)

Minister Principals

Jud Milam (St. Andrews)
Carter Shelley (Shiloh, Statesville)
Herb Nelson (St. James)
Lucius Gray (Alamance)
William Lawrence (Yadkin United)
Katy Reed (Presbytery Staff)
Gail Nelson (Campus Ministry WSSU)
Bob Matthews (Fieldstone)

Minister Alternates

Steve McCutchan (Highland)
Robert O. Freeman (Retired)

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix K, pp. 129-130.)

MINUTES OF COMMISSIONS COMMITTED TO THE RECORD

The Minutes of Commissions to ordain and/or install pastors were admitted to record. (Appendix L, p. 131.)

REPORT OF THE STATED CLERK

Session Records Review

The review dates for the 1993 Sessional Records are as follows:

May 7, Saturday, 3:00 p.m. - Salisbury area
May 22, Sunday, 4:00 p.m. - Winston-Salem area
May 22, Sunday, 7:00 p.m. - North Wilkesboro area
May 29, Sunday, 4:00 p.m. - Greensboro area
May 29, Sunday, 7:00 p.m. - Pittsboro/Asheboro area
June 5, Sunday, 4:00 p.m. - Reidsville area
June 5, Sunday, 7:00 p.m. - Trinity (Elon College)

Clerks should make plans to attend one of those events with their 1993 records.

Madison Presbyterian Church Administrative Commission

TO: John Handley, Stated Clerk, Salem Presbytery

FROM: Administrative Commission for Madison Presbyterian Church

The Administrative Commission for Madison Presbyterian Church understands that the title, "Interim Pastor", G-14.0513b does not correctly define the pastoral relationship between the Rev. Molly Morgan and Madison Presbyterian Church, as that church was not actively seeking a pastor at the time of her employment, and in fact, was enjoined not to do so for at least one year.

Therefore, the Commission has redesignated Ms. Morgan as "Temporary Supply Pastor", effective 16 December, 1992, G-14.0513d.

ADJOURNMENT AND BENEDICTION

There being no further business, the Twenty-Second Stated Meeting of Salem Presbytery was adjourned with prayer by the Moderator at 4:30 p.m. The next meeting of Salem Presbytery is set for Saturday, July 16, 1994, at 9:00 a.m. at the Graham Presbyterian Church in Graham, North Carolina.

Attested:
John M. Handley
John M. Handley
Stated Clerk

APPENDIX A

SALEM PRESBYTERY
NECROLOGY, 1993

Asheboro, First		
Mrs. Willie Riddle	Elder	4/5/93
Bethany (Graham)		
Bruce Gerrell Russell	Elder	1/17/93
Claud H. Murphy	Elder	3/7/93
E. Grady Henderson	Elder	11/23/93
Bethesda (Statesville)		
James Oscar Cooke	Elder	12/18/93
Burlington, First		
Jack S. Cates	Elder	10/19/93
Cameron		
Mable Cowan	Elder	5/93
Cooleemee		
Everette D. Perry	Elder	1/18/93
Elkin		
O. T. Blackburn	Elder	10/7/93
Faith		
Carlos W. Heath, Jr.	Elder	11/19/93
Fellowship		
Madeline S. Lewis	Elder	3/16/93
Virginia T. Holden	Elder	4/23/93
Forest Park		
Mrs. Pearl Jewett	Elder	7/3/93
Mr. Robert D. Grier	Elder	11/30/93
Rev. Roscoe B. Fisher	Minister	10/27/93
Freedom		
Mrs. Dorena Smyre	Elder	12/2/93
Glendale Springs		
Rev. John w. Luke	Minister	10/14/93
Graham		
Dr. Robert B. McQueen, Jr.	Elder	10/13/93
Greensboro, First		
Louise S. Gillespie	Elder	4/5/93
A. P. Routh	Elder	6/12/93
Lorne D. Grant	Elder	10/18/93

High Point, First		
William S. Creech	Elder	5/14/93
Clyde Garrison	Elder	6/9/93
George A. Cooke	Elder	7/29/93
Highland		
Dr. John Davis	Elder	6/12/93
Hills		
Barbara M. Bryant	Elder	12/27/93
Immanuel		
Laura Sides	Elder	8/19/93
John Calvin		
Murray Moody	Elder	6/18/93
Lexington, First		
Jack Cely Childers	Elder	3/29/93
Madison		
Alexander Cox	Elder	2/14/93
Roy A. Smith	Elder	4/28/93
Rev. Howard B. Day, Jr.	Minister	5/20/93
Mebane		
W. G. Jeffreys, Jr.	Elder	2/26/93
Mocksville, Second		
John Calvin Bryan	Elder	1/93
Mooresville, First		
James F. Caldwell	Elder	3/26/93
Mt. Jefferson		
Winston Baldwin	Elder	2/93
Parkway		
Edward Wheeler	Elder	2/3/93
Alvin Senter	Elder	7/18/93
Piedmont		
James E. Hancock	Elder	10/93
Pittsboro		
Henry McDonald	Elder	9/19/93
Presbyterian Church of the Covenant		
William Jackson	Elder	9/24/93
Vann Humphrey	Elder	11/21/93
Prospect		
Glenn Gregory	Elder	7/1/93

Randolph		
Mrs. Hazel Slaydon	Elder	4/29/93
Roger McClay	Elder	6/3/93
Reid Memorial		
John Carr	Elder	
Mildred Sharpe	Elder	
Louise B. Campbell	Elder	
Reidsville, First		
Bill Hendrix	Elder	6/14/93
Lucile McMichael Fairchild	Elder	10/12/93
Rumple Memorial		
Eugene Moore	Elder	10/14/93
Salisbury, First		
A. J. Gillespie	Elder	6/23/93
John K. Grubb	Elder	12/29/93
Salisbury, Second		
J. W. Carpenter	Elder	9/17/93
Tyson Terry, Jr.	Elder	8/22/93
Shiloh (Burlington)		
Oscar W. Lemmons	Elder	8/4/93
Siler City		
Joe Norris	Elder	3/24/93
James B. Williford	Elder	7/1/93
St. Paul (High Point)		
William Payne, Sr.	Elder	10/26/93
Starmount		
Robert Horace Hood, Jr.	Elder	2/7/93
Stony Creek		
Marvin T. Boswell	Elder	1/13/93
Taylorsville		
Mrs. Chancy E. Mays	Elder	1/20/93
Third Creek		
Charles Graham	Elder	11/12/93
Thyatira		
Sam Sloop	Elder	6/12/93
Trinity (Salisbury)		
Mrs. Mildred C. Holt	Elder	1993
Charles C. Willette	Elder	1993

Unity		
James G. McDaniel	Elder	10/2/93
Westminster (Burlington)		
Bill Mensing	Elder	10/30/93
Westminster (Greensboro)		
Rev. Gordon Markey	Minister	4/5/93
Winston-Salem, First		
H. W. Augustadt	Elder	3/8/93
Louise Allen Harris	Elder	3/13/93
James B. Hamner	Elder	3/28/93
Carl A. Barkley	Elder	6/10/93
W. B. Bagnal	Elder	7/20/93
Diana Wilson	Elder	8/31/93
Yadkinville		
Howard Logan	Elder	
Hubert Logan, Jr.	Elder	
Yanceyville		
Thomas C. Florance	Elder	5/27/93

SALEM PRESBYTERY
TWENTY-SECOND STATED MEETING
GUILFORD PARK PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA

DOCKET

April 26, 1994

*** Denotes Order of the Day**

8 a.m. Registration and Refreshments

8:45 Hymn-Sing led by Guy Hunt

CALL TO ORDER, PRAYER,
DECLARATION OF QUORUM *Moderator Erwin Fuller, Jr.*

*** 9:00 WORSHIP AND COMMUNION**
Necrology of Elders and Ministers who died in 1993
Preacher: Rev. J. Herbert Nelson

10:00 ADOPTION OF DOCKET *Murray White*

RE-IMAGINING INQUIRY COMMITTEE *Bob Fiedler, Moderator*

12:25 ANNOUNCEMENTS AND PRAYER OF THANKSGIVING

***12:30 LUNCH**

*** 1:30 PRAYERS AND 2-CENTS/PENNIES DEDICATION** *Charles Cameron*

ORGANIZATION OF PRESBYTERY
- Omnibus Motion
- Welcome
- Moderator's Welcome to any corresponding members present and elders attending Presbytery for the first time
- Greeting from Ecumenical Visitor
  - The Rev. Mr. Hank Boschen, Christ Lutheran Church
- Communications

MEMORIAL - Rev. Howard Day

CELEBRATION OF HONORABLE RETIREMENT
William H. Morrison

*** 2:06 BILLS & OVERTURES COMMITTEE** *Ed Lewis*

COUNCIL	*Murray White*
EXAMINATIONS COMMITTEE William Riche DeLong Kurt W. Johnston Joel M. Long Dan M. Thornton	*Russ Ward*
MEMORIAL - Rev. Roscoe Fisher	
COMMITTEE ON MINISTRY	*Jim Rissmiller*
PREPARATION FOR MINISTRY Charles Nathan Briley Wesley Albert Kort	*Jean Rodenbough*
MEMORIAL - Rev. John Luke	
GHANA REPORT	*Charles and Marian Cameron*
OUTDOOR MINISTRIES	*Guy Hunt*
PERSONNEL COMMITTEE Annual Review--Hewon Han	
MEMORIAL - Rev. Tom Southall	
NOMINATING COMMITTEE	*Ed Mack*
STATED CLERK'S REPORT	*John Handley*
CLOSING PRAYER AND BENEDICTION	*Erwin Fuller, Jr.*

• 4:00 ADJOURNMENT

THE MAJORITY REPORT

One cannot listen to the tapes of the plenary sessions of the conference without being impressed with the broad array of serious consideration that was given to the problems and status of women in the world and within Christianity. There can be no questions in the mind of any serious Christian person, scholar or not, that down through its history, Christianity has, for the most part, adopted many of the cultural norms of its society in every age, and has thereby participated in the degradation and oppression of women. This must be acknowledged in spite of the many times and situations when the Christian Church was the light of society when it came to matters of social justice, and when the remainder of the world seemed dark indeed. The hands of the Christian Church simply are not clean, and it will serve no purpose to claim, even to the extent that it is true, that our hands may be cleaner than the hands of others. Thus, the anger and the strongly anti-male bias that was reflected in the words of some of the major speakers are at least understandable. As Joseph Small and John Burgess, who are staff persons in the area of theology at the General Assembly offices, say in their personal statement which was reported in the March 7, 1994 edition of the PRESBYTERIAN OUTLOOK, "The Re-imagining Conference poses questions that the church cannot avoid...(and it) indicts the entire church for its insufficient attention to these concerns." We have no right to condemn the re-imagining conference, as though it had no right to have taken place, in the first place, and as though there were not issues to which it might fruitfully have spoken. In fact, many of the plenary speeches were worthy of great merit and consideration by all thoughtful Presbyterians.

There has been voluminous reporting of the Re-Imagining Conference, from a wide variety of sources, both from positions of attack and defense. We have examined well over 200 pages of articles, reports, editorials, letters, and conference material. We have listened to over 16 hours of tapes of the plenary addresses and other speeches. We find overstatement and mis-leading presentation on both extremes. We do not believe that the cause of the abuse of the peace, unity, and purity here lies with those (primarily the PRESBYTERIAN LAYMAN and the PRESBYTERIAN OUTLOOK) who have called the church to account over the matter. We believe that the primary fault lies with our major association with the conference in the first place and with some of its content, and then with the wholly inadequate response of our denominational leaders.

The remainder of this Majority Report includes the following sections:

1. Information about actions of General Assembly level entities and individuals

2. Discussions and evaluations of various aspects of the conference and its follow-through, under the following categories:

   a) Sophia
   b) Atonement
   c) Milk and Honey Ceremony
   d) Sexuality

e) Attendance and participation at the conference
f) Comment about some of the language at the conference
g) Presbyterian leadership response

3. Recommendations

1. ACTIONS OF GENERAL ASSEMBLY LEVEL ENTITIES AND INDIVIDUALS

In the December 20-27 issue of the Presbyterian Outlook, Barbara Roche, editor of Horizons magazine offered a general, informational and favorable review of the conference.

On January 11, 1994, James Brown, Executive Director of the General Assembly Council, (top executive within our denomination), sent a letter to all Presbyterian Pastors about the conference. His letter indicated that, already, calls and letters about the conference were coming into the General Assembly Headquarters and that the Executive Committee of the General Assembly Council had set in motion a process to prepare a packet of materials about the conference. His letter essentially attempted to dampen any distress that might be being felt within congregations about the conference, and he expressed the hope that the Church would not be overly distracted by the conference.

On February 10, 1994, The Advisory Committee on Social Witness Policy circulated a lengthy memorandum about the conference. The basic thrust of this was to support the conference in its entirety, to endorse participation in the conference by Presbyterians, to support fully the idea that our denomination should be involved in the funding support for such ecumenical ventures, and to encourage the General Assembly Council to in no way support any calls for reprisals, or other disciplinary actions against Presbyterian staff members involved in any way with the conference.

Sometime in February 1994, the Women's Ministries Program Area of the National Ministries Division of the Presbyterian Church (U.S.A.) circulated an informational packet that described the conference in glowing terms, defended it in its entirety and strongly criticized the Presbyterian Layman for its criticism of the conference.

The Executive Committee of the General Assembly Council met February 11-13, preceding the meeting of the GAC. Its purpose was to draft a statement for approval by the GAC on the subject of the conference with such statement to be sent throughout the church. It is reported that the Executive Committee recommended that the GAC make an immediate review of Ms. Lundy's continued effectiveness as Associate Director of Church-Wide Planning, and do it while in session, February 13-16, on the basis of her role as one of the planners of the "Re-imagining" conference. The report of the Executive Committee said of her that she (Ms. Lundy): failed to participate on a regular basis in the planning and oversight of the development of the project (conference) which, while ecumenically sponsored, received significant financial support from the Presbyterian Church (U.S.A.), and that she was not significantly sensitive to the radical nature of some of the rituals utilized at the conference, and did not anticipate the possible repercussions of the conference within the Presbyterian Church (U.S.A.), and did not adequately brief the Executive Director and senior staff colleagues... concerning the potential controversy surrounding some aspects of the conference, and the detrimental effect such controversy could have on the peace, unity, and purity of the church.

The GAC took no action on this recommendation, and instead adopted with little change the report to the church prepared by the Executive Committee. This report laments that the peace, unity, and purity of our church have been disturbed by the controversy and comment concerning the conference, and that thereby the attention of the GAC has been diverted from the mission goals of the church. The report goes on to make its recommendations which, essentially are as follows:

A. Procedures for allocation of Bi-centennial Funds be reviewed, and guidelines proposed for the future.

B. Though the GAC finds nothing wrong with anything that G.A. level staff did, with respect to the conference, yet, a review should be made of personnel policies with respect to appropriate use of study leave, and also that said review should consider guidelines for staff with respect to relationship to policies and statements adopted by the General Assembly or the GAC. This refers to those situations when an employee of the General Assembly may make a personal social witness that may be contrary to the social policies of the General Assembly.

C. Current personnel policies be reviewed with respect to the role of Presbyterian staff members in the on-going debate about the place of homosexual men and women in the life of the church, and appropriate guidelines be developed.

D. In view of the strong Presbyterian heritage in ecumenical discussions and dialogue and action, even in spite of the occasional risks that may be involved, better grounding in our own theological heritage is needed. To this end, sources are to be identified for the whole church that can be used in study and dialogue around such issues as:

    1. take central affirmations of the Christian faith, in our reformed tradition;
    2. the implications of being a confessional church, as that relates to our ecumenical and inter-faith involvement,
    3. the appropriate boundaries for worship as a reformed and reforming tradition;

E. An un-named number of teams of four persons are to be deployed across the church to listen to groups of Presbyterians, to hear their concerns, and to enter into dialogue with them. No funding was identified to pay for this.

F. The GAC calls on all Presbyterians to study and make diligent use of the "Guidelines for Presbyterians During Times of Disagreement," which were adopted by the 204th General Assembly (1992), and that all within the church are to work for reconciliation and healing;

G. That all Presbyterians engage in prayer for the peace, unity, and purity of the church, and in particular to join in a prayer by Dionysius of Alexandria (d.264):

> God, good beyond all that is good,
> fair beyond all that is fair,
> in you is calmness, peace and concord.
> Heal the dissensions that divide us from one another
> and bring us back to a unity of love
> bearing some likeness to your divine nature.
> Through the embrace of love
> and the bonds of Godly affection,
> make us one in the Spirit
> by your peace which makes all things peaceful.
> We ask this through the grace, mercy, tenderness
> of your Son, Jesus Christ our Lord. Amen.

(From the Book of Common Worship)

2. DISCUSSION AND EVALUATION OF VARIOUS ASPECTS OF THE CONFERENCE, UNDER THE FOLLOWING CATEGORIES:

A. Sophia

1. A major theme of many of the conference speakers was that patriarchy (that is, the domination of women by men in most structures of society, including especially the church) is the root cause of many of women's problems. Patriarchy was referred to in strongly negative terms by numerous speakers. The fact that traditional Christian theology refers to God almost entirely in male terms (Father and Son) , and therefore does not speak to the experience of women, was frequently noted. Ways of

"correcting" this "imbalance" were offered. The primary approach to this goal was modeled at virtually every turn by referring to God as the Goddess Sophia. Sophia comes from the Greek word for Wisdom, which is used in a number of places, primarily Proverbs, in the Old Testament. The blessing of Sophia was sought, songs were sung to Sophia at frequent intervals throughout the conference, and Sophia (or Mother Sophia) was referred to as God regularly. Sophia was blessed, thanked, celebrated, and praised in language appropriately reserved for expressing the grace of our Lord Jesus Christ, the love of God, and the communion of the Holy Spirit. The address to Sophia as God was distinct, elaborated, and pervasive. This fact constitutes one of the major criticisms of the conference, in that traditional theology about the Trinity was avoided, and that Sophia seemed to be either the new name for God, or, as some criticized, was a new "God". Listening to the tapes of the plenary sessions of the conference, and reviewing the liturgical guide for the conference, leaves no doubt that there was a clear intent to replace traditional language about God with the term Sophia.

2. We find that the worship of Sophia did take place as alleged, and was, in the first place, inadequate in that it did not lead to the worship of God as God is known in Jesus Christ; and in the second place that it was in error, in that it substituted Sophia for God. This significantly goes beyond our Reformed boundaries of the understanding of worship. This is an offense against our theological integrity, for Whom we worship is at the heart of our faith.

B. Atonement

1. A second major criticism of the conference was that the traditional doctrine of the Atonement was clearly denied, and in language that on occasion could in no way be considered respectful and thoughtful, by one of the key speakers, Delores Williams. She claimed that much of the "white American presentation of Jesus is propaganda", and that the historic presentation of Jesus is defective and needs to be addressed. She insisted that we must "re-imagine" the work of Jesus - what he was about, and that he was not here to die; further that we (must) emphasize not what Jesus died for, but what he lived for, that he conquered sin in the wilderness, and not on the cross; that he did this by "denying monopoly ownership"; that he was killed for the wonderful pastoral relationship that he had. She went on to claim that we have to envision incarnation in that it came first to Mary - through a woman's body; that Jesus inherited a mixture of the Spirit and the feminine, through Mary. Ms. Williams admitted that she has a whole different idea of the incarnation, and gets her theology from

"colored" people. Further, that she was trying to get beyond patriarchal culture. She acknowledged that her theology is inconsistent with the Apostle Paul, of whom she was somewhat derisive. She claimed historical license for Black women to ignore Paul. In a question and answer period, she said that she did not need a theory of Atonement, because Jesus came for life. She insisted that the cross is the image/symbol of evil.

2. A further attack on the doctrine of the Atonement came from the Chinese theologian Kwon Pui Lan, who asked how could God have a son. She made fun of the idea of the sacrificial Lamb, and asked: "Who is this funny God with whom we have to be reconciled?" She claimed that the idea of the "White Jesus" is idolatrous. She insisted that the idea of Jesus as the Son of God is not rational, and she wondered aloud as to where was Jesus in the time of the Chinese dynasties that long preceded his time on earth. She claimed that the Chinese have a lot of trouble with the image of Jesus as Redeemer. She added that Chinese thinking emphasizes the good potential of humanity rather than our sinfulness, and claims that humanity can achieve moral perfection in this life (and that this is possible for all human beings.) Thus, for her, and in her tradition, the traditional Christian concept of total human depravity is not appreciated, she said. She insisted that we should not require the Chinese to accept and understand Christological formulas that were formed in Western culture. She acknowledged that she struggles with this Jesus who died to save the world, in the light of modern social justice tragedies such as the massacre in the Tianneman Square.

3. A third speaker who dealt with the doctrine of the Atonement was Barbara Lundblad who, among other things, claimed that it is hard to believe the explanation of the death of Jesus; that women cannot bear the easy explanation that Jesus had to die for our salvation. She said that this is simply too painful to consider, and that there must be some other explanation. She went on to say that the works of Sophia established the work of creation. She said that she did not need Jesus in order to be a Christian. Rather that she needs to know that the Word of God is spoken to her by Sophia. To her, "Rabboni" means "Sophia". She suggested that perhaps the story of the Passion of Jesus is not THE central story of the Gospel, as important as it is.

4. There is no question but that some of the speakers portrayed their understanding of the atonement of Jesus Christ in words and ideas that go considerably beyond our Reformed understanding that God brought peace and reconciliation to humankind through the death of Jesus Christ on the cross. we believe that the atoning death of Jesus prepared the way for the resurrection. This is a clear boundary of our faith, which explains how

God's forgiveness comes to us. In this we are guided by our confessional stance which is well documented in the Confession of 1967, and which contains the following in talking about the variety of ways by which God's reconciling act in Jesus Christ may be understood:

> "It is called the sacrifice of a lamb,
> a shepherd's life given for his sheep,
> atonement of a priest;
> again it is ransom of a slave
> payment of a debt,
> vicarious satisfaction of a legal penalty,
> and victory over the powers of evil.
> These are expressions of a truth which
> remains beyond the reach of all theory
> in the depths of God's love for man.
> They reveal the gravity, cost, and sure
> achievement of God's reconciling work."
> (The Book of Confessions, 9.09)

Thus it is clear that the theological integrity of the belief of our church was compromised in this matter by our public support, financial and otherwise, for the conference, and, by the absence of any official response that objected to the theological interpretation in any way.

C. Milk and Honey

1. A major criticism of the conference dealt with a Sunday liturgical sharing of milk and honey. While nothing in the printed order of worship explicitly states that the ritual was intended to be a substitute for the Lord's Supper, this seems disingenuous at best, and grossly mis-leading at worst. It was claimed that because the various Christian traditions find it virtually impossible to share in the sacrament of the Lord's Supper, there was a desire to not call attention to this scandal, but instead have some kind of celebration. The result was the milk and honey celebration as an alternative. Recognizable elements of the Church's eucharistic liturgy were modified in ways that manifested an effective "sacramental" equivalent. In effect, it "borrowed" from many established elements of the Lord's Supper liturgy, but, in the prayer of thanksgiving, gave the thanks and praise to "Sophia".

2. With respect to this celebration, we affirm the value of a shared communal ritual, and therefore, the sharing of mild and honey is not an issue. Our difficulty is with the liturgy that surrounded the ritual meal, and which

included prayers patterned after traditional prayers used in the celebration of the Lord's Supper. We conclude that this ritual departed inappropriately from Christian tradition, and specifically from our Presbyterian tradition, as it is described in the Directory For Worship (See W-3.1000). It is our belief that the "milk and honey" celebration was intended to be, and was, a "substitute" celebration of the Lord's Supper, and thus a compromise of our understanding of that sacrament, and an offense to us.

D. Sexuality

1. A fourth major criticism of the conference is that there was a "spontaneous" lesbian demonstration at one point, in which Melanie Morrison, a co-convener of "Christian Lesbians Out Together (CLOUT), invited all the lesbian, transsexual, and bisexual women present to come forward, with all others to stand in solidarity; at which point some 150 such women did, and a song was sung affirming their determination to celebrate lesbian sexual relationships. When this demonstration was later the subject of part of the criticism of the conference, the defending response was that this was a spontaneous demonstration, not planned by the conference planners. It did not at all seem, from listening to the tape of this, that the designation "spontaneous" is appropriate. There is certainly no indication that Ms. Morrison "took over" the program from what was intended to be happening at that time. It is to be noted also that Ms. Morrison was one of the leaders of one of the workshops, a workshop entitled: "Listening With Our Hearts: Prophetic Voices of Lesbians In The Church". This workshop also had, as co-leader, Jane Spahr, the subject of recent controversy within the Presbyterian Church (U.S.A.) because she is an ordained and affirming Lesbian Presbyterian minister, whose new call to the Downtown Presbyterian Church of Rochester, New York, was recently voided by the Permanent Judicial Commission of the General Assembly, because of her affirming lesbian situation.

2. Further, at least two of the three plenary speakers on the subject of worship, and one of the speakers on the subject of sexuality-family, were lesbian: Christine Smith, who is an openly lesbian pastor in the UCC denomination, and who, in her speech, held up the beauty and meaningfulness of the worship of lesbian and homosexual persons, who are by their very condition, she said, among those often rejected by most of the remainder of the church; Virginia Mollenkott, author and lecturer, who argued strongly against the ban on ordination of homosexual people; Mary Hunt, lesbian theologian, writer, and lecturer, who argued strongly against what she called the "sexual agendas" of the church, agendas which

serve, she said, in effect, as a smokescreen for the church's failure to deal with the real problems of our time, such as poverty, violence, racism, and war. She argued persuasively against the traditional idea of "family"; and she argued for sex among friends as the norm (as opposed to sex within the bonds of marriage).

3. It is, again, dis-ingenuous to schedule a workshop on lesbianism, to have major lesbian speakers in plenary sessions, and then to act surprised when praise of lesbianism shows up in demonstration. The net effect of the policy of the Presbyterian Church (U.S.A.) is that affirming/practicing homosexual/lesbian ministers will not knowingly be ordained or allowed to accept new calls. It would be hard not to believe that a clear and surely intended purpose of this emphasis on lesbianism, in the conference, together with the subsequent demonstration, was to aid in the overturning of this policy of the Presbyterian Church (U.S.A.) whose initial funding made the conference possible in the first place. It is hard to understand why anyone would be surprised by the criticism levelled at the "sexual agenda" so explicit in a number of the plenary speeches at the conference when those speeches were aimed so strongly at overturning what might appropriately be called the traditional family structures of our society.

4. It is our belief that the Workshop on Prophetic Voices of Lesbians in the Church was an intended affront to Presbyterian polity, and that this affront was magnified by the "spontaneous" lesbian support demonstration. It is also clear to us that a number of speeches that were disturbing in their sexual content, ran clearly contradictory to Presbyterian standards about sexual relationships, (e.g. THE BOOK OF CONFESSIONS 9.47), and which therefore, no matter how sincerely intended, served to damage the peace and unity of our church. We should not have been in the business of helping to sponsor this.

E. Attendance and Participation at the Conference

1. There is no question in our minds that anyone who wants to has a perfect right to attend any conference, to study anything, even those things which are contrary to our faith and practice. We Presbyterians do not censor the thinking and study of others. So, we find no fault that a goodly number of Presbyterians attended the Re-imagining Conference.

2. Further, it is imminently clear in our tradition that we are free to explore our theology, to keep searching to make sure that we have it "just right" for the time and context in which we live. This is not to say that God changes, or that the Bible, our primary witness to God, teaches us about

a changing God; but that we are taught in the words of scripture that our God is always creating new things. Thus, in our sin, but also in our hope, we must always be on the search for the Word of God to us today. But having said this, we acknowledge that one of the things that identifies us as Presbyterians is an identifiable set of beliefs which we, perhaps somewhat loosely, call the Reformed Tradition, and which set us apart, at times, from other bodies of Christians, and from those who do not profess Jesus Christ as Lord. We expect that our leaders, at every level of our church, from Sunday School teachers and deacons and elders up to the staff at the highest level of the church, will honor these standards in their teaching, their preaching, their daily living, and even in the "conferencing". While the boundaries of these beliefs are not, in our opinion, overly narrow, they are boundaries, and they are to be observed. Those who cannot observe them simply have no place within the leadership of the church. About this, we are clear.

F. Comment about some of the Language at the Conference

1. We note that some of the language in some of the speeches was inappropriate, which is to say that there were instances of language that was rude, crude, and obscene and, therefore, offensive. There is no place for such language in any serious theological conference.

G. Presbyterian Leadership Response

1. All of us who are ordained (ministers, elders, deacons) have promised to be governed by our polity, subject to the ordering of God's Word and Spirit, and to further the peace, unity, and purity of the church. Accordingly, we believe that we have every right to expect that staff leaders will be sensitive to those things which serve to strengthen the purity, unity, and peace of the church, and those things which do not. Further, that in a time in which our denomination has been bruised by a number of major disagreements, we expect that staff will work to restore harmony and strengthen the love, peace, and harmony which in the end make possible greater witness of the church. It seems that one of the key failings in the current controversy is that General Assembly staff, presumably mostly (but not necessarily only) in the person of Ms. Mary Ann Lundy, did not take such matters into consideration at all; but that rather what obtained was an agenda to "push" what can only be called a radical feminist agenda, no matter what. To put it another way, this is a claim that the Presbyterian Church (U.S.A.) was used, or more accurately, abused, for radical feminist aims that were believed to be important.

2. It is our belief that there should have been at least someone within the group of the twenty national Presbyterian leaders who were present at the conference, who would have noted these matters and protested; and that there should have been others within our national leadership who, though not present at the conference but who later heard about the content of it, would like-wise have found it seriously flawed, and protested. It is dismaying to us that there seem to be no official voices who did any of this, and we are therefore all the more grateful for the subsequent personal witness of Joseph Small and John Burgess.

3. With respect to the financing of the conference, though we are aware of no error in procedure or policy in the using of bi-centennial money for the conference, yet there is a serious judgment issue at stake, for it seems to us to reflect serious mis-judgment to use major amounts of Presbyterian money to, in effect, bash the Presbyterian Church (among others), and its doctrinal stance, even if this is technically and legally permissible (i.e. that all the right procedures were followed). This reflects adversely on the judgment of our leaders who were responsible. The use of its money for this conference will serve to damage future support of, and contribution to, this fund, in our view. We believe that this damaged the peace and unity of our church.

4. Further, we are deeply concerned that, once the conference had taken place, leadership at the General Assembly level, notably James Brown, Executive Director of the General Assembly Council, and the Council itself, seem to believe that their primary task was to say that nothing was seriously wrong, (except the complaints about the conference), but that they will study various things to make sure that it doesn't happen again. In other words, the response of the GAC seems to us to be, mostly, a matter of "public relations". Director Brown claimed that the protests of the PRESBYTERIAN LAYMAN about the conference were designed to disrupt the GAC's efforts to get its mission plans rolling at its scheduled February meeting. We do not believe this! We would have been far more heartened if he, and the members of the GAC, had taken a hard look, discovered what we believe to be extraordinarily obvious, that our Presbyterian standards of belief and practice were indeed pushed beyond acceptable limits, and that this reflected adversely and seriously upon leadership at their level; and said so, and taken corrective action.

5. Thus, while the original problems with the conference may be labelled essentially theological, as Small and Burgess (mentioned above) claim, the resulting problems are more in the area of ecclesial, that is that they deal with the nature and function of the relationships that exist between the various parts of the church. The difficulties have grown almost in

geometric proportion, due to the lack of adequate leadership from the GAC. The lack of trust that has existed in our denomination for some years, and which has been sadly lamented on all sides, was greatly increased, in our view, by this serious lapse in leadership. Put in its simplest terms, a conference that had great potential to extend legitimate, needed, and useful discussion about theology and ethics in the Christian world, and with specific reference to women, and which to some considerable degree fulfilled this potential, was allowed to go beyond limits that would be acceptable to what we believe would be the vast majority in our denomination, which is, at its roots, essentially quite traditional in its belief.

6. Thus, we believe that the peace, unity, and purity of the church were in fact violated by the various actions of General Assembly staff in obtaining such broad Presbyterian financial and leadership support for a conference which would in the end undoubtedly bring serious disharmony to our church.

7. In our view, this is unacceptable leadership! One of the clear inferences that it suggests is that the rank and file of our national leadership simply inhabit a different world than the rank and file of Presbyterians that we know.

8. The problem here, as we see it, is exacerbated by the very real existence of a serious dichotomy between what we might call the normal and on-going interests of people in congregations who have, for the most part relatively local concerns and interests, and those in the leadership of the denomination who have more global concerns, many of which fit into the area of social justice. There are simply very different agenda at work here. As one Presbyterian layman put it several weeks ago, folks at the congregational level have interests that are often, but not always, local in nature, such as how the church can help them in their personal and family life, and how it can help them serve the Lord better in the local community; how it can help prevent their young people from being contaminated by the value system of the world around them; how the congregation can be helped to thrive, and not just to survive; whereas those who occupy the positions of national leadership see the work of the church, and especially their part of it, often as a challenge to right the social injustices of the world.

9. It is not a matter that one agenda is right and the other wrong, but just that they are very different, and that people at the congregational level believe that since they are the ones who pay the bills, their views and needs should more clearly be reflected in the determination of national church

priorities; and it is our opinion that they resent being in the position of having agendas not of their making thrust upon them. That is certainly true for us!

10. This is at the heart of the "trust issue" that has been a serious problem not only within our denomination, but within our American society at large, for some years now. Whereas people at the congregational level need real "trust-building" activity coming down from our national leaders, what we have instead received is a series of "crises", one after another. In the present situation, a conference that was designed and intended to go to the "cutting edge" and beyond, was bound to create discontent, or worse, and our national leaders should have been able to foresee this and either prevent it, or else, distance our church from it.

11. This, of course, raises the issue of our Presbyterian involvement in ecumenical gatherings. We Presbyterians have long been in the fore front of ecumenism, and we believe in it and support it. There is no intent within this report to suggest that this direction of our Christian life is mis-directed, and that there needs to be some massive change about such involvement. But at the same time, there is a need for judgment on the part of our leaders, so that such involvement on our part does not bring our own denomination into serious turmoil and major disunity, without the most pressing of reasons, the avoidance of which would be tantamount to failure to be Christian at all. In the present case, we do not believe that such rationale obtains.

3. RECOMMENDATIONS:

The question for us, in all of this, is: what can we do? We believe that Presbytery must take definitive action that clearly expresses our dissatisfaction with the General Assembly Council. We believe that our sending a future overture to the General Assembly for later consideration will not focus the necessary corrective action in a timely manner. Further, we believe that those who are responsible for placing our denomination in this shameful situation ought to resign, and we believe that they are not properly representing Presbyterians, nor our understanding of our traditional faith, which we hold dear. Accordingly, our recommendations are designed to: affirm what the General Assembly Council has done with which we do agree, to get the General Assembly Council's attention for additional needed corrective action, and to commend to our own congregations some considerations to enhance our own growth and education in the way in which women are treated.

Specific Recommendations:

A. Support the General Assembly Council proposals (made-to-date) for review and investigation, and report of actions taken to implement these, to be made to all presbyteries by October 1, 1994.

B. Salem Presbytery vote to withhold submission of undesignated benevolence to the General Assembly, as of October 1, 1994, with the understanding that this decision will be re-evaluated by Presbytery when sufficient reason occurs to do so.

C. Benevolence money, if withheld, be reprogrammed to other Presbyterian benevolent purposes.

D. Forward and recommend the following actions to our congregations for implementation:

   1. Establish a ministry to battered and abused women within your community, or become involved in actively supporting an existing such ministry;

   2. Evaluate the percentage of women serving as officers within your own congregation, and take active steps to increase the participation of women;

   3. Provide money and hands-on labor to do the maintenance work for the local women's shelter within your community;

   4. Establish within the congregation a consciousness-raising group to help men learn, first-hand, of the problems that women face in church and society merely because they are women;

   5. For those within the congregation who are employers, ask them to study whether their female employees are treated and paid equally as men (for equally demanding work);

   6. Explore within each congregational setting whether employees of the congregation are paid and treated fairly;

   7. Encourage congregations that learn from all of this, and that take specific programmatic actions as a result of it, to share those with other congregations, perhaps through the Salem Sampler.

   8. More actively encourage the men and women of congregations which are seeking pastors to be more open to calling a woman to become their

THE MINORITY REPORT

So much of what occurred at the Re-imagining conference will generate no headlines, and tends to be overlooked by those who evaluate the conference.

For example, one of the featured speakers was PC(USA) missionary, the Rev. Rosario Batlle who now serves with her husband in Spain. For 23 years she has been serving in the third world in Equador, Chile, and Ghana. From her years as a missionary, she spoke of the deep suffering of women in the third world and what is needed for the health of the church. During her presentation she explicated Phillipians 2 and affirmed that "only as we find our identity in the cross of Christ do we discover how relevant is the hope of Christ's reign in the world." Concerning the health of the church, she declared that "Truth is a person not a moral construct. Jesus said, 'I am the way, the truth, and the life.' Theology is not meant just to get thoughts right, but to get life right."

On the opening night of the conference, Bernice Johnson Reagan presented her testimony in song and words. She is the founder of the Grammy Award winning gospel group, Sweet Honey in the Rock and was a Civil Rights leader in Georgia in the 1960s. She sang some of the sacred songs she learned from women like her grandmother. She explained that these are songs which get a Christian through the storms of life. In an acapella voice she sang out:

> My God is a Rock in a weary land, weary land.
> I know He's a Rock in a weary land.
> Shelter in the time of the storm.

Often she paused from singing to speak her testimony, "I only know God in a personal way because of the storms [of life]. I'm talking about a power greater than yourself, so real you can stand on it."

Several of the Roman Catholic theologians spoke of their struggle with the 1976 Vatican declaration that women can not be ordained as priests in the Catholic Church, because Jesus was a male, and he called 12 men to be his apostles, and only men bear the resemblance to Christ required of those who serve as priests. They explored the biblical theme of men and women being created in the image of God. This was a clear example of the ecumenical focus of the conference as Roman Catholic, Protestant and Orthodox Christians discussed together theological and biblical issues that affect women and men and the future of the church.

Theologians from around the globe encouraged conference participants to engage in theological discussion about our understanding of God and the metaphors we use to name God. Serious theological discussion on religious imagination and the Holy Spirit, our understanding of Jesus, and the church as a worshipping community made the conference a lively occasion for exploration and spiritual growth.

WHERE THE INQUIRY COMMITTEE MEMBERS AGREE

After much discussion the Inquiry Committee reached a consensus on the following conclusions:

"We acknowledge that the Re-imagining conference was an ecumenical event, not sponsored by any single denomination. It was planned, led, and attended by people from different denominations. We recognize the significance of this event to hear and test new ideas that may expand our horizons as a means of spiritual and theological growth."

(approved by the committee by a vote of 7-1)

"There has been voluminous reporting of the Re-imagining conference from a wide variety of sources both from positions of attack and defense. Our committee has examined well over 200 pages of articles, reports, editorials, letters, and conference materials. We have listened to over 16 hours tapes of the platform addresses and activities. We find overstatements and misleading presentation on both extremes."

(approved 8-0)

"At the conference disturbing speeches and demonstrations about sexuality were expressed that run counter to our church's standards about sexual relationships." (See Confession of 1967, 9.47)

(approved 8-0)

"Some of the speakers described the atonement of Jesus Christ in ways that do not reflect our Reformed understanding that God brought peace and reconciliation to humankind through the death of Jesus Christ on the cross. The atonement is a clear boundary of our faith which explains how God's forgiveness comes to us. The Confession of 1967 explains:

> God's reconciling act in Jesus Christ is a mystery which the Scriptures describe in various ways. It is called the sacrifice of a lamb, a shepherd's life given for his sheep, atonement by a priest; again it is ransom of a slave, payment of debt, vicarious satisfaction of a legal penalty, and victory over the powers of evil. These are expressions of a truth which remains beyond the reach of all theory in the depths of God's love for man [sic]. They reveal the gravity, cost, and sure achievement of God's reconciling work." (C. '67, 9.09)

(approved 8-0)

WHERE THE INQUIRY COMMITTEE MEMBERS DISAGREE

On the following issues we draw conclusions which are different from other committee members' conclusions. We offer them to the Presbytery for consideration and discussion:

WISDOM/SOPHIA

Was a goddess worshipped? No. We concluded that there were reasons for using "Wisdom/Sophia" in order to explore new images to describe the mystery of God. Wisdom/Sophia" was a form of address to the One Triune God whom we worship as Creator, Redeemer, and Sustainer, in accord with our Reformed faith.

The conference planners provided teaching about the biblical and theological tradition of wisdom in each of the four daily newsletters distributed to every participant in the conference. (Day 1 Newsletter directs participants to the biblical background of wisdom, especially Proverbs and I Corinthians 1-2 which links the wisdom tradition with Jesus who is called "the power of God and the wisdom (sophia) of God". Day 2 Newsletter directs the participants to investigate wisdom themes in the Christian theology of Origen, Augustine, Hildegard, and the Orthodox tradition. Day 3 Newsletter explains why wisdom, an abstract term, was personified in the Old Testament as "Wisdom/Sophia" to convey the energy and activity of God's creative wisdom. Day 4 Newsletter mentions contemporary theologians who are exploring the wisdom tradition, for example, Elizabeth Johnson author of She Who Is, who is exploring the wisdom tradition to illuminate the mystery of the Trinity.)

One of the purposes of the conference was to expand the symbols or metaphors used for God. Many names and metaphors for God were used throughout the conference. (Rock, Anchor, Father God, Mother God, Abba, El Shaddai, Shekinah, Ruauch, Wisdom, Sophia, Alpha and Omega, Weaver God, etc.) Early in the conference all the participants met in their small table groups to share their faith experiences and the metaphors and the names of God which help them better to understand God.

One of the assumptions of the conference was that our human language about the Triune God is never fully adequate to convey the mystery of the Holy One. Another assumption is that the way we speak about God is a key activity of the Christian community because it shapes our community and directs our community life. Despite the insistence that God is neither male nor female, most Christians are taught always to refer to God as "he". The exclusive use of male names for God does not reflect the fullness and mystery of God. This practice has contributed to the historical background where the equal participation of women and men in the church has been undercut.

MILK AND HONEY

We do not agree that the milk and honey ritual was intended, or understood, to be a substitute for the sacrament of the Lord's Supper. It was understood as a sharing of a meal in community, intended to convey the symbolism of the land of promise for God's people. This purpose is stated in the planning papers of the conference.

HOMOSEXUALITY

We do not agree that homosexuality was promoted by the conference. Some of the lecturers were self-affirming lesbians. For example, one of the speakers was Christine Smith, Associate Professor of Preaching and Worship, United Theological Seminary, New Brighton, MN. Professor Smith is also the pastor of a United Church of Christ congregation. She identified herself as a lesbian during her presentation. As a member of the United Church of Christ she belongs to a denomination that ordains homosexuals for ministry. Her participation in an ecumenical conference does not affect the 1993 decision of the PC(USA) General Assembly that ordination is not open to "self-affirming, practicing homosexual persons" in the Presbyterian Church. In 1993 the Presbyterian Church reaffirmed this boundary, yet the General Assembly also called Presbyterians to "the discipline of open, diligent, prayerful study and dialogue on the issues of human sexual behavior and ordination as they relate to membership, ministry, and ordination within the Presbyterian Church." We affirm that faithful Presbyterians can attend an ecumenical conference where some of the participants or presenters are lesbian Christians. Such an ecumenical gathering can provide the opportunity for "the discipline of open, diligent, prayerful study and dialogue on the issues of human sexual behavior" which the General Assembly recommended.

CONCLUSIONS:

The conference was a significant theological event which brought forth ideas and concerns for consideration and discussion. We do not defend all that was said at the conference. We agree that there were some extreme voices at the conference, proposing and affirming stands which we in our Reformed tradition do not hold. We wish to make it clear that there were many voices heard who did not make extreme statements, and we must be aware of the balance which all voices provide when heard together. No official actions were taken or resolutions passed or doctrines overthrown. To criticize and to challenge a belief or a doctrine in a theological lecture does not remove the belief or doctrine.

We affirm our denomination's participation in ecumenical conferences and discussions. The Re-imagining conference was an ecumenical and global gathering of 2200 Christians from a variety of cultures and denominations. It points to the unity of the church to which Christ calls us. The conference raised significant theological issues for the church to explore. We have noted the theological areas in which some speakers at the conference went beyond the boundaries of

Reformed faith.

We quote Dr. Freda A. Gardner, Professor Emerita, Princeton Theological Seminary, Elder, General Assembly Council member, who attended the Re-imagining conference and comments on it with these words:

> Nothing in the Ecumenical Decade of Women conference suggested that we should all come away from it believing, thinking or acting in the same ways. No one hinted that the way she thought was the only way to think or that what we did was the only way for us to worship or pray or create pictures or dance or sing. It is, at the least, interesting that Presbyterians, of all people, should be resisting what was experienced in Minneapolis. We confess a living God, a God engaged with us, acting in history and we quote with perhaps too much pride that we are "reformed and being reformed." We speak often of the God we know in Jesus Christ "doing a new thing" in our midst but we cannot tolerate when any new thing does not look or sound pretty much like the old things we are comfortable with. We accept the advice that we must test to see if this or that is of God, that we seek together to discern the mind of Christ but we're often afraid to let anything different be said out loud or to participate in anything new to the extent that we could speak and pray together about its truth. Is it possible that we have made idols of "our" personal standards of orthodoxy and turned away from the God who has been unorthodox from the beginning?
>
> All new things are not equal, to be sure, but where they are offered and not commanded, where people are left free to honor their own convictions, where the church can gather to test whether behavior or ideas allow us to do mercy and love justice and to walk loyally with our God, then maybe we ought to give them space and listen with care to what God may be saying to us. Maybe an ultimate act of faith is to believe that God will be with us in the very things that frighten us the most, that God's truth will emerge from our risking as much as from our defending what always has been.

We affirm the communication of the Presbytery of Baltimore to the General Assembly Council (March 24, 1994) which declared in part:

> We are aware of our need as people of the Reformed faith to hear new things which may expand our horizons as a means of spiritual and theological growth.
>
> We believe the Re-imagining conference offered the church a profoundly teachable moment. Through such moments we may open ourselves to reflect anew upon expression of our faith, to design liturgies reflecting the profound meaning of that faith, and to offer the style of our dialogue as an example to the world of the new way of life in the community of Christ.

RECOMMENDATION

Our recommendation is that the report of the Minority be adopted by Salem Presbytery as the report of the Inquiry Committee and that the Inquiry Committee be thanked for its work and the committee be dissolved.

Lois S. Brake
Robert A. Fiedler
Jeannette G. Rodenbough

RE-IMAGINING: A THEOLOGICAL APPRAISAL

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Congregational Ministries Division
Presbyterian Church (U.S.A.)

The 1993 "Re-imagining Conference," part of the Ecumenical Decade: Churches in Solidarity with Women, has engendered widespread controversy within the Presbyterian Church (U.S.A.) and beyond. We believe that the heart of the matter is theological.

As staff within the Theology and Worship team of the Christian Faith and Life Program Area, it is our responsibility to risk speaking about the church's faith. We do not presume to be guardians of the church's theology and liturgy. Neither do we imagine that we possess all wisdom and faithfulness regarding critical issues now before the church. Nevertheless, as ministers of the Word and Sacraments called to particular tasks, we believe it appropriate that we speak about matters of theology and worship.

The Re-imagining Conference was designed to "challenge and expand our horizons in undreamed of ways." The pain of exclusion or marginalization experienced within the church leads appropriately to theological probing and testing. The whole church, not just affected persons, is called to join in the search for deeper faith and faithfulness. Challenges and expansions of horizons are not immune to scrutiny and critique, however. It is possible and necessary for the church to engage in theological assessment of the Re-imagining Conference as we fulfill our common calling to "pursue what makes for peace and for mutual upbuilding" (Romans 14:19).

The current controversy in the church is not occasioned solely by adverse reaction to the Re-imagining Conference, but also by the printed liturgies and conference tapes themselves. We hope to contribute to the church's discussion by addressing important liturgical, theological, and confessional matters from the perspective of Reformed faith and life.

LITURGICAL ISSUES

Worship within the Re-imagining Conference has occasioned particularly heated debate. Many accusations and denials are overstated, however. Clearly, conference rituals attempted to discover and explore new language, not worship a new god. Just as clearly, however, conference rituals used new language in ways that imply worship of a divine manifestation distinctly different from "the one triune God...whom alone we worship and serve" (A Brief Statement of Faith, 10.1).

The language of worship must be shaped with theological and pastoral discernment. Prayers, litanies, hymns, and liturgical actions are confessional acts of the whole gathered community. Liturgy does far more than ask individuals to consider new possibilities; it engages them in communal practice. The search for new language does not mean that every proposal is suitable for corporate worship, particularly when language is addressed to God in prayer and praise.

The Directory for Worship, while not binding on an ecumenical gathering, nonetheless expresses faithfully a catholic and evangelical truth: "The Church in every culture through the ages has used and adapted biblical symbols, images, stories, and words in worship. The Church's use of this language has not always been authentic and appropriate. For the Reformed tradition in its various expressions the historical and cultural use of language proves to be authentic when it reflects the biblical witness to God in Jesus Christ" (W-1.2005). Thus, while the language of worship is not confined to traditional formulations, it is not free from the gospel.

A particularly problematic aspect of the Re-imagining rituals was the pervasive invocation of "Sophia, Divine Wisdom." Recent biblical and theological scholarship has recovered elements of the Old Testament wisdom tradition, including the personification of wisdom in several significant passages from Proverbs. An emerging appreciation of the New Testament's use of the wisdom motif has enriched our understanding of biblical christology. However, Re-imagining rituals failed to assist worshipers to understand the connection between Old Testament wisdom motifs and the self-disclosure of God in Jesus Christ. The New Testament proclaims "Christ the power of God and the wisdom of God" (I Corinthians 1:24), not wisdom as a divine manifestation apart from Jesus Christ.

Many of the prayers went beyond using wisdom as one of the metaphors appropriately employed in liturgical address of God. Wisdom/Sophia, both in frequency and formulation, became an alternative employed in distinction from the triune God. This can be seen clearly in the "Ritual of the Spirit of Re-imagining" where a corporate prayer concludes with the words, "...through the power and guidance of the spirit of wisdom whom we name Sophia." Here, Sophia is not merely the Greek word for wisdom, but a name invoked within a formulation as an alternative to the living tradition of the church catholic: "...through Jesus Christ."

The "Ritual of Sunday" centered on a liturgical sharing of milk and honey. While nothing in the printed order of worship states explicitly that the ritual is a substitute for the Lord's Supper, it functioned clearly as an alternative to the Lord's Supper. Recognizable elements of the church's eucharistic liturgy were modified in ways that manifested an effective 'sacramental' equivalent.

The ritual occurred on a Sunday - the Lord's Day. An 'invitation' - "Let us go now to the banquet, To the table of creation" - intimated the familiar, "Friends, this is the joyful feast of the people of God!...This is the Lord's table." The "Thanksgiving for the Shared Milk and Honey" borrowed the form and certain elements of the Great Thanksgiving (Eucharistic Prayer) which is common to all Christian celebrations of the Lord's Supper.

The ritual's "Blessing over Milk and Honey" and its "Thanksgiving for the Shared Milk and Honey" employ traditional eucharistic prayer forms (thankful praise to God for God's gracious acts, thankful recalling of the acts of salvation in Jesus Christ, and calling upon the Holy Spirit) but with "Sophia" as the one to whom thanks and praise are offered. The functional equivalent of milk and honey to the bread and wine of Eucharist is apparent in the ritual's references to "the nourishment of your [Sophia's] milk and honey" and "the sharing of this holy manna."

It is not necessary to impute to conference planners the intention of worshiping "Sophia" apart from the triune God in order to say that such worship is both implied and encouraged by the liturgical language and forms of Re-imagining rituals. While broadside attacks on 'pagan worship' do not characterize fairly the Re-imagining rituals, disingenuous denials that anything unusual occurred fail to recognize that the rituals departed inappropriately from the Presbyterian Church (U.S.A.) 's broad "Principles and Sources of Ordering" (W-3.1000) and the liturgical tradition of the church catholic.

Consistently extravagant language in Re-imagining rituals transformed an attribute of God into a divine image different from "the one true God who has been revealed in Jesus Christ" (W-2.1001). Sophia was blessed, thanked, celebrated, and praised in language appropriately reserved for expressing the grace of our Lord Jesus Christ, the love of God, and the communion of the Holy Spirit. Sophia was not the exclusive form of address in Re-imagining rituals. Nevertheless, Sophia was not merely one among many ways of addressing God; it was a distinct, elaborated, pervasive image. Its liturgical use in Re-imagining rituals exceeded even the claims of contemporary theological explorations of wisdom; sexual and nature imagery that is not part of Proverb's personification of wisdom was imported into "Our Mother Sophia" in a litany prayed by "women in [Sophia's] image." In any event, provisional theological explorations should not shape the worship of the people of God.

THEOLOGICAL ISSUES

A critique of lectures given at the Re-imagining Conference is of a different order from the critique of conference liturgies. Unlike worship, lectures do not engage persons in a public, confessional act. One can with integrity listen to presentations with which one may agree or disagree.

The Re-imagining Conference included presentations that "re-imagined" basic Christian doctrines. Reformed Christians are committed to reinterpretation of the church's tradition in light of the changing circumstances of life. Furthermore, our confessions remind us to listen to "voices of peoples long silenced" (A Brief Statement of Faith, 10.4, line 70). Because the church often benefits from new ways of understanding its doctrines, Presbyterians - including General Assembly staff - attend and sponsor lectures that may assist the church in reflecting more deeply and comprehensively on the faith. The value of listening to voices from the Re-imagining Conference depends on engaging and assessing their ideas from a Reformed perspective.

In the widespread debate about the Re-imagining Conference, questions and concerns have focused on two addresses that reformulated the doctrine of God and the doctrine of the atonement. While these reformulations should not be dismissed out of hand, neither should they be placed in a privileged category, beyond challenge and critique.

The Doctrine of God: Rita Brock appealed to women's experience to describe and emphasize God's immanence.

> Incarnation...compels us to look within ordinary earthbound existence for clues to divine presence....Looking for the incarnation as verb is to look for the activities, not the individual, in which love is manifest. For the spirit of God in our midst moves fluidly, finding homes for her presence as hearts open...

The Reformed tradition also affirms God's presence in the midst of our lives. In contrast to Brock, however, the Reformed tradition emphasizes that God's Spirit is not an independent entity; it binds us to Christ (A Brief Statement of Faith, 10.4, lines 54-64). Experience does not stand alone as a source of revelation.

Moreover, in making gratuitous comments about "transcendence-- that orgy of self-alienation beloved of the fathers," Brock failed to respect a central affirmation of the Reformed tradition: the God who becomes present to us in Christ is also the God who is sovereign and free. God is not only "among" us but is also "beyond" us. (The Confession of 1967, 9.15-9.16)

The Doctrine of the Atonement: Delores Williams argued that Jesus' saving work was manifest in his life and ministry, not in his death. Williams' presentation could have enriched the Reformed tradition, which has acknowledged a variety of ways of talking about God's reconciling act in Jesus Christ:

> It is called the sacrifice of a lamb, a shepherd's life given for his sheep, atonement by a priest; again it is ransom of a slave, payment of a debt, vicarious satisfaction of a legal penalty, and victory over the powers of evil. These are expressions of a truth which remains beyond the reach of all theory in the depth's of God's love for man. (The Confession of 1967, 9.09)

But, in contrast to the Reformed tradition, Williams insisted on only one of these expressions of truth and rejected Christ's dying on the cross to save us from our sins: "I don't think we need folks hanging on crosses and blood dripping and weird stuff."

The Re-imagining Conference may have raised questions and offered insights that helped some participants think more deeply and richly about the faith. The reformulation of doctrine is important. But the Conference also became an occasion to reject inappropriately the most basic affirmations of the Reformed faith.

CONFESSIONAL ISSUES

Christians must attempt to speak meaningfully about the church's faith, not simply about our personal faith. The Presbyterian Church (U.S.A.) is more than a collection of individuals with diverse perspectives. It is a confessional church with constitutional standards that define the boundaries of its common life. Its ministers and members hold themselves accountable to a tradition. (Preface to The Confession of 1967, 9.03-9.04)

When Presbyterians participate in ecumenical events, our tradition continues to claim us. The ecumenical task is not to deny our particular heritage, but to find points of convergence between our tradition and other Christian traditions. There may be times when Presbyterians are unable to participate in ecumenical events because these events are inconsistent with foundational elements of the Reformed tradition. In every instance, it is appropriate to raise questions and concerns from within our own tradition.

At the same time, Presbyterians believe that God asks us to confess the faith anew in each age (Preface to The Confession of 1967, 9.01-9.02). We are able to modify the traditional through a long process of reception and deliberation throughout the church, culminating in constitutional change. Premature introduction, or imposition, of new liturgies and practices does not contribute to the church's reformation. When various groups reshape the church's theology and worship according to their own viewpoints or purposes, they splinter the church's life. In this sense, the Re-imagining Conference failed in its purpose to 're-imagine' a church that would be radically inclusive. Without shared standards, the church has no common life of service and proclamation.

The Re-imagining Conference poses profound questions that the church cannot avoid. Many in the church long for more meaningful worship; it is understandable, even if not always acceptable theologically, that they design new liturgies and vocabularies. People long to relate the faith to their everyday lives; it is understandable that they rethink the significance of basic Christian doctrines, even if these reformulations are theologically problematic. The Re-imagining Conference indicts the entire church for its insufficient attention to these concerns.

But the Re-imagining Conference also offers the church a profoundly teachable moment. It will not do for the church simply to reject it as heretical or pagan, or to affirm it. Its ministers and members must understand what is at stake, and why. They must find ways to think about the faith. They must master the beliefs and practices or the tradition. With the guidance of the Holy Spirit, they must relate the faith to their lives. In this way alone lies the possibility that God will renew our church's life.

APPENDIX F

Presbyterian Women
Salem Presbytery
Synod of the Mid-Atlantic

Whereas, Presbyterian Women as an organization of the Presbyterian Church (U.S.A.) has always found its vitality and focus in the local congregation to educate and nurture members and to provide for service and mission throughout the Church, and

Whereas, Presbyterian Women have consistently been among the best informed and faithful in support both of the work of our denomination and of our congregations, and

Whereas, we echo concerns heard across the church over the lack of responsiveness of our national staff to the needs and local focus of Presbyterian Women at the congregational level, and

Whereas, we believe the present lodgment of the Presbyterian Women organization under Women's Ministries in the National Ministries Division is inappropriate since it is absorbed by national issues and not focused on local church effectiveness, and

Whereas, we further believe that lodgment assigned to meet the "Churchwide" needs of Presbyterian Women is not structured for good communications with local churches to help in missions, study help, social concerns, or leadership training.

Whereas, the stated primary purpose of the Congregational Ministries Division is to resource and nurture the witness of Jesus Christ in local settings, and

Therefore, the Presbyterian Women of Salem Presbytery requests the Presbytery to Overture the 206th General Assembly of the Presbyterian Church (U.S.A.) as follows:

1. To instruct the Moderator of the General Assembly to appoint a committee to examine the means by which Presbyterian Women can be moved from its present organizational structure location under the National Ministries Division to be included under the Congregational Ministries Division.

2. To instruct the Moderator to appoint members of the Committee in accordance with our presbyterian commitment to Biblical inclusivity as found in the Book of Order (G-4.0403) with a desire to obtain persons whose experience and commitments are within the volunteer ranks of Presbyterian Women across the Church.

3. To charge the committee to provide the 207th General Assembly with a definite plan arising from the committee's inquiry in order that Presbyterian Women at the local levels may be better served by the national church.

FIRST
PRESBYTERIAN
CHURCH

300 North Cherry Street, Winston-Salem, NC 27101, (910) 723-1621, Fax (910) 722-4162
Russell H. Ritchel Jr., Pastor

APPENDIX G

AN OVERTURE TO THE GENERAL ASSEMBLY CALLING FOR ACCOUNTABILITY REGARDING THE 1993 MINNEAPOLIS "REIMAGINING" CONFERENCE

Whereas, the Re-Imagining Conference held in November 1993, has resulted in expressions of outrage, dismay, anger and deep concern about tone and contents of the radical and heretical points of view expressed at the conference;

Whereas, the General Assembly is charged with the responsibility to cultivate and promote the spiritual welfare of the whole church;

Whereas, the General Assembly's staff - the General Assembly Council - has announced it will neither investigate the actions of staff members involved with the Re-Imagining Conference nor repudiate heretical doctrine expressed at the conference;

Whereas, the continual refusal of the General Assembly Council to act in a responsible and forthright manner threatens the peace , unity and purity of the PC (USA). This must be dealt with in a manner that will be considered as fair and independent by as broad a consensus as possible;

Whereas, the Session is deeply disturbed by the continued poor performance of the General Council staff in this matter and many previous high profile matters in which the staff demonstrates a total unresponsiveness to the members of the local level.

Therefore, the First Presbyterian church of Winston-Salem, North Carolina, Salem Presbytery overtures the 206th General Assembly of the Presbyterian church (USA) as follows:

1) to instruct the general Assembly Moderator to appoint a 7-person Special Committee to serve as an INDEPENDENT BOARD OF INQUIRY with power to collect and examine all pertinent correspondence, minutes, tapes, phone notes, and other evidence regarding this 1993 Minneapolis "ReImagining" Conference and with power to order sworn depositions and other statements from persons involved with the conference from its original planning through the campaigns to critique and to defend said conference;

2) to charge this said INDEPENDENT BOARD OF INQUIRY with the task of discovering the truth about what happened, how did such happen, which Presbyterians were involved in causing this conference to happen and just exactly what did each do to bring it about;

further to charge this BOARD with the duty of evaluating all allegations of criticism about this conference as well as all efforts to defend this conference;

3) to instruct the Moderator to appoint members of the BOARD in accordance with our Presbyterian commitment to Biblical inclusivity as found in the Book of Order (G-4.0403) and with a desire to obtain the fairest, most independent, and judicious PC(USA) ministers and elders, carefully excluding present or past members of the national church administration and the General Assembly Council, as well as the following categories of persons: past or present members of the staff of the Assembly, synods, and/or presbyteries; any persons present at the Minneapolis conference or any who had anything to do with its planning, promotion, or attendance; any persons who have heretofore expressed a public opinion about this conference either pro or con -- instead seeking to select mature, experienced, knowledgeable Presbyterians who are above reproach in their judicious approach to controversy, the very kind of persons all would want to serve either as judge or jury were we facing serious criminal or court proceedings;

4) to charge this BOARD OF INQUIRY to provide the 207th General Assembly with a definitive report of what happened in Minneapolis both before and after the conference. The report should relate what happened at the conference to the Presbyterian churches agreed-upon Reformed Theology, as found in the Book of Confessions and its polity and accountability, as found in the Book of Order. The report should also contain any appropriate recommendations arising out of this inquiry; and

5) to provide the 207th General Assembly with a set of clear guidelines for use in the whole Church in promoting Biblically-faithful and spiritually-healthy events, conferences, and dialogue--ever faithful to God's self-revelation--and thus preventing in the future any PC(USA) participation in any event, conference project, or activity which may disgrace the name, character, and /or nature of our "...one triune God, the Holy One of Israel, who alone we worship and serve." (BOC, 10.1)

By order of the session March 17, 1994,

James S. Price

James S. Price
Clerk

Russell H. Ritchel, Jr.
Moderator

OVERTURE TO SALEM PRESBYTERY BY THE SESSION OF STARMOUNT PRESBYTERIAN CHURCH

Approved 23 January, 1994.

The Session of Starmount Presbyterian Church respectfully overtures Salem Presbytery to overture General Assembly of Presbyterian Church (USA) to initiate an investigation of national staff who participated in an ecumenical conference, "Reimagining God, the Community, and the Church."

If the investigation reveals activities of the participants from our National Staff and our sponsoring organizations which are heretical to our reformed doctrine, we request General Assembly to take appropriate action (including a refund of $66,000.00 from the BiCentennial Fund.

James E. Layman
James E. Layman, Moderator

Betty Hawkins
Betty Hawkins, Clerk

OVERTURE FROM 14 MINISTER MEMBERS OF SALEM PRESBYTERY

We move that Salem Presbytery, as of this date, withhold transmission of all funds to the General Assembly and its attendant organizations until such time as Presbytery shall have made a thorough study and evaluation of the "Re-Imagining 1993" Conference held in Minneapolis on November 4-7, and discussed the entire matter on the floor of a subsequent Presbytery meeting. Such withholding of funds shall not extend to include the following:

- **a. Annual denomination-wide special offerings**
- **b. Funds designated by congregations for support of specific causes**
- **c. Any loan payments that may be due**
- **d. Regular payments due to the Board of Pensions for medical and retirement programs**
- **e. Responses to Presbyterian World Services Emergency Relief Alerts, to assist in natural disaster situations**

Funds withheld under the provisions of this motion are to be set aside, and held in escrow, until the matter is resolved by the Presbytery.

J. Lawrence Ayers, Honorably Retired
Malcolm M. Bullock, First Church, Salisbury
Frank C. Collier, Immanuel Church, China Grove
Robert O. Freeman, Honorably Retired
Stephen A. Hundley, Prospect Church, Mooresville
George Hunter, Trinity Church, Salisbury
Robert M. Lewis, First Church, Salisbury
Robert M. Matthews, Fieldstone Church, Mooresville
William H. Morrison, Spencer Church, Spencer
Stephen A. Moss, Thyatira Church at Mill Bridge, Salisbury
Larry E. Summey, Franklin Church, Salisbury
W. Russell Ward, Jr., First Church, Asheboro
William Wing, Unity Church, Woodleaf
Chris E. Zorn, John Calvin Church, Salisbury

AN OVERTURE TO THE 206TH GENERAL ASSEMBLY (1994) OF THE PRESBYTERIAN CHURCH (U.S.A.)

Whereas, the 202nd General Assembly (1990) of the Presbyterian Church (U.S.A.), responding to "the cry of creation, human and nonhuman": recognized the peril from the impact of human numbers, industrial activity, and unsustainable development; pointed to the necessary inclusion of environmental protection and restoration in efforts to achieve justice and establish peace; accepted "restoring creation as a central concern of the church, to be incorporated into its life and mission at every level"; stated that this was"not a short-term concern to be handled in a few years but a continuing task...."; called upon the church to "engage in the effort to make the 1990's the 'turnaround decade,' not only for reasons of prudence and survival, but because the endangered planet is God's creation"; and declared that "The new global reality and our faith call us ...to mobilize at every level for maximum involvement and influence"; and

Whereas, four years later, as the world approaches the midpoint of the "turnaround decade'" the dangerous trends cited in 1990 still continue, as summarized in the overview presented to the 1993 Parliament of World Religions, which states, "If we continue with present beliefs, institutions, and policies, the world will become highly polarized, with a billion people in the wealthy industrialized countries of the North attempting to enjoy life and leisure a few decades longer while 10-billion-plus people in the South spiral downward into increasingly desperate poverty exacerbated by global environmental deterioration [until ultimately] the North spirals downward too..."; and

Whereas, complacency about such a prospect for earth and people in the 21st century, and the failure to heed repeated warnings based on massive evidence, would be a tragically inadequate response to the call of the Creator-Redeemer to protect and restore the creation, human and nonhuman; and

Whereas, The General Assembly has found it impossible to implement fully the 1990 policy statement with respect to the funding and staffing of Environmental Justice, and the financial situation of the Presbyterian Church (U.S.A.) indicates that it will continue to be unlikely for adequate funds to be provided in the unified budget; and

Whereas, as Alexander Hamilton observed. in the Federalist Papers, "You do not truly will the end unless you provide for the means to accomplish that end;" and

Whereas, a large majority of Presbyterians surveyed through the Presbyterian Panel view Environmental Justice among the most serious problems we face, and would likely contribute for such a program of the church if so designated, and

Whereas, the concerns of Peacemaking and Environmental Justice are inextricably linked, although each requires specific programing,networking, and expertise; therefore be it

RESOLVED, that Salem Presbytery respectfully overtures the 206th General Assembly (1994) of the Presbyterian Church (U.S.A.) to direct:

1. That the Peacemaking Offering become the PEACEMAKING AND ENVIRONMENTAL JUSTICE Offering.

2. That funds from the PEACEMAKING AND ENVIRONMENTAL JUSTICE Offering be used to implement fully the staffing level for the Office of Environmental Justice called for in the 1990 policy statement, thereby providing a full-time position, and that appropriate funding from the Offering be made available for Environmental Justice Resources, for Presbyterian participation in ecumenical environmental efforts, and for the consultation and networking needed to provide local input into the determination of denominational program development, together with appropriate national support for local and regional environmental justice programs and projects.

3. That the Peacemaking, Environmental Justice, and Stewardship agencies of the General Assembly INTERPRET and PROMOTE the PEACEMAKING AND ENVIRONMENTAL JUSTICE OFFERING with the aim of increasing the number of churches taking the Offering and generating support from persons particularly concerned about environmental justice, while maintaining the various components of the Peacemaking Program.

4. That all division and program entities of our newly reorganized church be reminded that the policy adopted by the 1990 General Assembly called for infusion throughout the church's mission of the implications of the Call to Restore Creation, and be asked to give special attention to these implications as they affect priority initiatives such as those pertaining to urban problems, racial justice, spirituality, the suffering in Africa, and the deployment of volunteers.

NGES IN TERMS OF CALL

E:	CHURCH:	LOCATION:
tewart Ellis	Trinity	Winston-Salem

2,400.00	Salary	9,953.00	Pension/Medical
2,228.00	Social Security	500.00	Continuing Ed.
4,220.00	Housing Allowance	3,000.00	Auto. Expense
	Fur. & Util. Allow.		
anse	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
4,628.00	Total Compensation	42,481.00	Total Cost To Church

AME:	CHURCH:	LOCATION:
usty K. Fiedler	Clemmons	Clemmons

3,000.00	Salary	6,149.36	Pension/Medical
1,680.00	Social Security	750.00	Continuing Ed.
	Housing Allowance	1,000.00	Auto. Expense
8,962.00	Fur. & Util. Allow.		
anse	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
3,642.00	Total Compensation	31,541.45	Total Cost To Church

AME:	CHURCH:	LOCATION:
ert A. Fiedler	Clemmons	Clemmons

3,000.00	Salary	6,149.36	Pension/Medical
1,680.09	Social Security	750.00	Continuing Ed.
	Housing Allowance	1,000.00	Auto. Expense
8,962.00	Fur. & Util. Allow.		
anse	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
3,642.00	Total Compensation	31,541.45	Total Cost To Church

NAME:	CHURCH:	LOCATION:
William C. Hayes	Wentworth (Yoked field)	Wentworth

13,260.00	Salary	4,826.64	Pension/Medical
1,318.71	Social Security	250.00	Continuing Ed.
13,978.00	Housing Allowance	1,800.00	Auto. Expense
	Fur. & Util. Allow.		
Manse	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
14,578.71	Total Compensation	21,455.35	Total Cost To Church

NAME:	CHURCH:	LOCATION:
William C. Hayes	Smyrna (Yoked Field)	Reidsville

9,000.00	Salary	3,276.00	Pension/Medical
895.00	Social Security	250.00	Continuing Ed.
3,938.00	Housing Allowance	2,900.00	Auto. Expense
	Fur. & Util. Allow.		
Manse	(2,700.00)Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
9,895.05	Total Compensation	16,321.05	Total Cost To Church

NAME:	CHURCH:	LOCATION:
Maggi Henderson	Highland	Winston-Salem

22,785.00	Salary	9,114.00	Pension/Medical
(Pays own)	Social Security	1,200.00	Continuing Ed.
9,765.00	Housing Allowance	2,400.00	Auto. Expense
	Fur. & Util. Allow.	630.00	Training,etc.
Manse	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
32,550.00	Total Compensation	45,894.00	Total Cost To Church

NAME:	CHURCH:	LOCATION:
Phyllis H. Kort	Burlington, First	Burlington

20,373.00	Salary	10,234.00	Pension/Medical
2,597.00	Social Security	500.00	Continuing Ed.
	Housing Allowance	2,400.00	Auto. Expense
	Fur. & Util. Allow.		
Manse	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
36,550.00	Total Compensation	49,684.00	Total Cost To Church

NAME:	CHURCH:	LOCATION
mes E. Layman	Starmount	Greensboro

31,981.00	Salary*	15,222.00	Pension/Medical
	Social Security*(included above)	500.00	Continuing Ed.
22,385.00	Housing Allowance*	3,120.00	Auto. Expense
	Fur. & Util. Allow.*(included above)		
Manse	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
54,366.00	Total Compensation	73,208.00	Total Cost To Church

AME:	CHURCH:	LOCATION:
[illegible]phan P. McCutchan	Highland	Winston-Salem

7,042.00 Salary	16,975.00 Pension/Medical
Pays own) Social Security	1,350.00 Continuing Ed.
3,579.00 Housing Allowance	3,600.00 Auto. Expense
Pays own) Fur. & Util. Allow.	
anse Tax Des.	4 weeks Vacation
630.00 Other	2 weeks Study Leave
0,621.00 Total Compensation	83,176.00 Total Cost To Church
	(64,614.00 including Life Ins.)

AME:	CHURCH:	LOCATION
arles Williams	First	Burington

2,853.00 Salary	16,504.00 Pension/Medical
4,189.00 Social Security	1,500.00 Continuing Ed.
1,902.00 Housing Allowance	4,982.00 Auto. Expense
Fur. & Util. Allow.	
anse Tax Des.	4 weeks Vacation
175.00 Other	2 weeks Study Leave
8,944.00 Total Compensation	82,105.00 Total Cost To Church

E:	CHURCH:	LOCATION:
. Scott Woodmansee	First	High Point

2,314.00 Salary	15,354.00 Pension/Medical
Social Security	1,040.00 Continuing Ed.
2,521.00* (resides in manse)	5,000.00 Auto. Expense
Fur. & Util. Allow.	4 weeks Vacation
	2 weeks Study Leave
2,314.00 Total Compensation	63,708.00 Total Cost To Church

AME:	CHURCH:	LOCATION:
hris E. Zorn	John Calvin	Salisbury

9,714.00 Salary	9,611.00 Pension/Medical
2,612.00 Social Security	1,000.00 Continuing Ed.
2,000.00 Housing Allowance	1,800.00 Auto. Expense
Fur. & Util. Allow.	
anse Tax Des.	4 weeks Vacation
	2 weeks Study Leave
4,326.00 Total Compensation	46,737.00 Total Cost To Church

CHANGES IN TERMS OF CALL

NAME:	CHURCH:	LOCATION:
Malcolm M. Bullock	Salisbury, First	Salisbury

27,797.00	Salary	10,118.00	Pension/Medical
2,764.00	Social Security	5,400.00	Professional Exp.
8,339.00	Housing Allowance		
Manse	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave

NAME:	CHURCH:	LOCATION:
George Hunter	Trinity	Salisbury

15,500.00	Salary	5,789.16	Pension/Medical
4,500.00	Housing Allowance	1,000.00	Auto. Expense
500.00	Continuing Ed.		
Manse	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave

NAME:	CHURCH:	LOCATION:
Stephen A. Moss	Thyatira	Salisbury

24,750.00	Salary	10,542.00	Pension/Medical
2,700	Social Security	1,300.00	Continuing Ed.
10,200	Housing Allowance	3,100.00	Auto. Expense
Manse	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
37,650.00	Total Compensation	52,592.00	Cost to Church

NAME:	CHURCH:	LOCATION:
James M.Rissmiller	Community in Christ	Greensboro

29,400.00	Salary	13,104.00	Pension/Medical
17,400.00	Housing Allowance	900.00	Continuing Ed.
2,200.00	Auto. Expense		
Manse	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
46,800.00	Total Compensation	63,004.00	Cost to Church

TERMINATION AND SEPARATION POLICY FOR SALEM PRESBYTERY FOR MINISTERIAL RELATIONSHIPS IN CONFLICT

I. BACKGROUND:

We believe that ministerial relationships are called into being by God. The dissolution of such relationships is also to be understood as a response to God's intention. There are times in which disagreements arise about whether or not it is God's will for a specific work to change, continue, or end. Unfortunately, not all relationships between ministers and calling bodies are helpful to the mission of the whole church of Jesus Christ. We are facing a growing need to provide closure to ministerial relationships in serious conflict. We seek to respond to this need with compassion and justice. This policy provides guidelines for termination of these ministerial relationships through work of the Committee on Ministry in Salem Presbytery. (Although this policy refers particularly to ministerial relationships, it can provide termination guidance for any other employment in Salem Presbytery.)

The process of separation is a significant part of our ministry, reflecting the character and the priorities of the congregation or calling body, the minister, and the Presbytery. Almost every dissolution of a relationship between a minister and a church or calling body is a time of shared mourning and unsettled change. Unfortunately, when pastorates are terminated with severe disagreement, then conflict, blame, and pain are seriously damaging to the minister and to the whole church. This policy for the termination process is not primarily about negotiating time and money, but healing broken people. Redemption is possible when love, fairness, and concern are addressed to all affected parties.

II. PURPOSE:

The purpose of this policy is,
Generally, to provide guidance, understanding, consistency, and fairness of termination practice throughout the presbytery, and
Specifically, to aid ministers, sessions or calling bodies, and the Committee on Ministry in the painful task of negotiating a fair termination in a ministerial relationship.

III. PRINCIPLES:

A. This policy is to be applied when reconciliation is unlikely; it is about negotiating a reasonable and appropriate solution for separation, not an attempt to restore the relationship.

B. Respect for the ministerial offices of the minister and the session or calling body, and the witness of the church are to be preserved.

C. Timing and compensation for relocation of a pastorate is a task to be determined with care, it is never perfunctory.

D. The Committee on Ministry will manage discussion and negotiation throughout this process.

E. A minister and a session or calling body will work together, without attempting to recruit sympathetic supporters.

F. The need for appropriate closure for the minister and for the calling body is be acknowledged and respected.

G. All conditions for separation shall be compatible with the provisions of the Book of Order.

IV. REASONS FOR SEPARATION:

A. Separation by Staff Reduction. By no fault of the minister, necessary separation might occur with the elimination of a position, retrenchment in budget, or for other circumstances.

B. Requested Separation. A request for dissolution of the pastoral relationship may be initiated by the minister or the calling body.

C. Separation for Cause. Separation for cause shall include, but is not limited to: sexual misconduct, neglect in the care and use of church property or funds, conduct inconsistent with Presbytery standards, significant deviation from standards of Reformed theology, or other reasons which might lead to judicial process.

V. GUIDELINES FOR THE SEPARATION PROCESS:

A. Every separation agreement shall be preceded by an appropriate process of review, evaluation, or conflict resolution, managed by the Committee on Ministry.

B. All matters regarding the separation process shall be documented in writing the session or calling body, with copies to the Committee on Ministry.

C. The separation process shall be considered incomplete until the requirements o the Book of Order for the dissolution of the call have been met.

VI. SEPARATION PROCESS AND ALLOWANCES:

A. Separation by Reduction -

1. **THE PROCESS:** The calling body will consult with the Committee on Ministry and the minister regarding the circumstances which necessitate staf reduction. Negotiation for the dissolution of the relationship ma proceed with representation by the Committee on Ministry. The severanc agreement shall be approved with written notice of the terms, signed b the minister and the authority for the calling body (e.g. the Clerk o Session), vote of approval by the calling body, and vote of approval b the Committee on Ministry to be communicated to Salem Presbytery.

2. **ALLOWANCES:** Twelve months notice or six months severance pay should b provided, beginning at a date approved in the agreement.

B. Requested Separation. Requested Separation may be initiated by the minister o the calling body.

1. **THE PROCESS:** The minister and the session or calling body shall meet with a representative from the Committee on Ministry to determine the advisability for dissolution of the relationship. Requested separation may occur with approval of the Committee on Ministry, written notice to the Session, vote of the calling body.

2. **THE ALLOWANCES:** In determining the specific terms of the severance agreement, consideration must be given to the reason for separation, the financial situation and overall health of the congregation or calling body, and the circumstances of the minister. Salary and benefit continuation may be negotiated but should not exceed six months. Allocations for counseling for the minister and/or his or her family may be negotiated. The minister should make arrangements to leave the position within two months of the date of approval of separation.

C. Separation for cause -

1. **THE PROCESS** - The Committee on Ministry shall be notified immediately upon hearing allegations of behavior inconsistent with Presbytery's standards. In the case of sexual abuse or misconduct, the process for arbitration and separation must abide by the Presbytery's policy on sexual misconduct. Refer to this policy as soon as reports or rumors of sexual misconduct surface. For all cases of alleged sexual misconduct or financial malfeasance, the minister shall be immediately placed on leave of absence with pay and without prejudice while the case is being investigated. If the pastor is exonerated, he or she shall be immediately restored to office, with public acknowledgment that no wrongdoing has occurred.

2. **ALLOWANCES** - If the minister is found to be guilty of the alleged misconduct, he or she may be given a maximum of one month's pay and the cash equivalent of his or her unused earned annual leave. No study leave, or sabbatical leave will be allowed as part of a severance agreement, however, counseling services for the pastor and/or his or her family may be negotiated. Emeritus status will not be granted to a pastor terminated for cause.

ROCEDURE FOR TERMINATION AND SEPARATION AGREEMENTS

. PROCESS

The Committee on Ministry will be contacted for guidance prior to the negotiation of any termination agreement. The minister and the calling body will negotiate an agreement for termination with the counsel of the Committee on Ministry, abiding by the policies of Salem Presbytery and the requirements of the Book of Order.

In certain cases of separation by cause, the Committee on Ministry may recommend leave of absence or termination by the presbytery. Then the matter is put in the hands of the Committee on Ministry or the judicial process of the presbytery. Otherwise, the following process for termination will be observed:

1. The calling body and the minister approve a written severance agreement, with counsel from an appointed representative of the Committee on Ministry.

2. Copies of the written severance agreement are made available to members of the calling body no later than the date of the first call for the meeting at which the dissolution of the call and the written severance agreement is to be considered.

3. The calling body votes on dissolution of the call and the written severance agreement.

4. The Committee on Ministry approves the dissolution and the written severance agreement and communicates the dissolution of the relationship to the presbytery

B. SEVERANCE/TERMINATION AGREEMENT PROVISIONS:

1. The type of separation (i.e.: Separation by Staff Reduction, Requested Separatio Initiated by the Minister, Requested Separation Initiated by the Calling Body, or Separation for Cause).

2. All financial agreements, including but not limited to:
   - Salary and benefits continuation, which normally shall not includ reimbursement for unused study leave or earned annual leave.
   - Loan repayment or shared equity arrangement (where applicable).
   - Manse use (where applicable), normally not to exceed one month, wit housing allowance provided for the duration of the severance/terminatio agreement.
   - Remuneration for counseling services for minister and/or family (whe advisable).

3. Provision for use of office, equipment, etc., normally not to exceed one mont from date of termination.

4. Terms and time limits on physical presence, normally not to exceed one month fro date of termination.

5. Specification that if a minister finds full-time employment prior to the end o the term of the agreement, the calling body's financial obligations end as of th date full-time employment begins. Part-time employment will result i appropriate prorated adjustments in financial payments.

6. Payment procedure, normally that the financial arrangements will be conducte through the Presbytery office after the dissolution of the ministeria relationship. Severance payments will be made to the Presbytery at least seve days prior to the respective due dates for payment to the minister, and th Presbytery will make the respective payments to the minister after receipt o payments from the calling body. This is intended to prevent unnecessary contac between the minister and the calling body.

7. Acknowledgment that the Presbytery will not assume financial liability fo severance agreements.

8. Acknowledgment that the calling body will be exempt from paying vacancy due during the duration of the severance/termination agreement.

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
April 26, 1994

A. Supporting information on minister changes:

1. From other presbyteries

- William Riche DeLong - to work as Chaplain and Supervisor-in-Training at North Carolina Baptist Hospital, Winston-Salem, NC, from Presbytery de Cristo
  - Letter from stated clerk regarding dismissal

- Kurt W. Johnston - Interim Minister at Presbyterian Church of the Covenant, from Charlotte Presbytery
  - Certificate of Dismissal

- Joel M. Long - Pastor at First Presbyterian Church of Eden, from Presbytery of Western North Carolina
  - Call Forms
  - Certificate of Dismissal

- Dan M. Thornton - Pastor at Second Presbyterian Church of Salisbury, from Presbytery of Western North Carolina
  - Call Forms
  - Certificate of Dismissal

Reference: Committee on Ministry

B. Minutes of Ordination/Installation Commissions

1. Carol C. Fisher

Reference: Committee on Ministry

C. Application To Be Enrolled by Presbytery as an Inquirer

1. Amy A. Staley

Reference: Committee on Preparation for Ministry

D. Communications regarding the Re-Imagining Conference:

1. First Presbyterian Church of Mooresville
2. Cross Roads Presbyterian Church
3. Overture from First Presbyterian Church (Winston-Salem)

Reference: Bills & Overtures Committee

E. Overture from Presbyterian Women's Coordinating Team requesting to be moved from its present organizational structure location

Reference: Bills & Overtures Committee

F. Letter from the Rev. C. Fred Jenkins, General Assembly Associate Stated Clerk, concerning First Greensboro Overture on amending the timing of the election of the General Assembly Moderator. Overture needs to be reworked to amend the Constitution to that effect.

Reference: Stated Clerk

MINUTES OF COMMISSION COMMITTED TO THE RECORD

The Presbytery received and committed to record the following minutes of Administrative Commissions appointed to ordain/install ministers.

INSTALLATION OF CAROL C. FISHER

The Commission appointed by Salem Presbytery to install Carol C. Fisher as Associate Pastor of the Hawfields Presbyterian Church, met at the Hawfields Church on February 20, 1994, at 10:30 a.m. The meeting was called to order by A. B. Plexico. The prayer was offered by Troy Woodard. The following members were present: Ministers A. B. Plexico, Phyllis Kort; Elders Henderson Scott, Paul Davis, and Troy Woodard. Guest minister Joan LaFollette of Susquehanna Presbytery and guest elder Kathy Boyer of Laurel Presbyterian Church, National Capital Presbytery, were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 11:00 a.m., the Moderator presiding. Phyllis Kort preached the sermon using as her text Matthew 13:1-9 and her topic, "The Careless Sower." A. B. Plexico propounded the constitutional questions to the minister. Phyllis Kort offered the prayer of installation. Carol C. Fisher was declared duly installed as Associate Pastor of Hawfields Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.) Henderson Scott charged the Associate Pastor, and Kathy Boyer charged the congregation.

Carol C. Fisher, the newly installed Associate Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Joan LaFollette.

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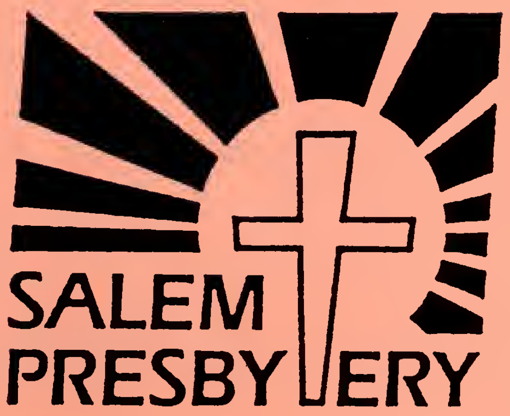
SALEM
PRESBYTERY

TWENTY-THIRD STATED MEETING
GRAHAM PRESBYTERIAN CHURCH
GRAHAM, NORTH CAROLINA
July 16, 1994

MINUTES OF

SALEM PRESBYTERY

TWENTY-THIRD STATED MEETING
GRAHAM PRESBYTERIAN CHURCH
GRAHAM, NORTH CAROLINA

July 16, 1994

OFFICERS

Moderator	W. Erwin Fuller, Jr.
Moderator-in-Nomination	Margaret Marks
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Congregational Life	Hewon Han
Associate Presbyter for Care and Development of Leadership	A. Michael Warren
Hunger Action Enabler	Catherine J. Reed
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Judy Brock
Secretary	Brenda Nance
Staff Consultant	Esther Preston

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (910) 766-3393
FAX: (910) 766-7153

TWENTY-THIRD STATED MEETING

MINUTES OF SALEM PRESBYTERY

GRAHAM PRESBYTERIAN CHURCH

GRAHAM, NORTH CAROLINA

July 16, 1994

The Twenty-Third Stated Meeting of Salem Presbytery held on Saturday, July 16, 1994, in the Graham Presbyterian Church in Graham, was opened at 8:45 a.m. with a hymn-sing led by Guy Hunt and called to order by Moderator W. Erwin Fuller, Jr. at 9:00 a.m. The opening prayer was led by Bill Weckerly.

QUORUM

The Stated Clerk declared a quorum present for conducting the business of the Presbytery.

WORSHIP AND COMMUNION

At 9:00 the Presbytery joined in a service of Worship and Communion. The preacher was the Rev. David M. Cameron who preached an inspiring message on mental illness using Luke 9:38-42, Luke 18, 15-17, and Acts 8:26-38 as his Scriptural references. Assisting in the worship service were the Rev. Dr. William C. Weckerly, the Rev. Joan C. LaFollette, and the Rev. Dr. Rollin D. Russell. The organist was Barbara Byrd.

ENROLLMENT

Commissioners	
Elders	137
Ministers	94
Corresponding Members	
Ministers	7
Church Educators	2

Administrative Staff	
Non-Commissioners	2
Visitors	75
Total Enrollment	317

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., Frank J. Allen, J. Lawrence Ayers, Jonathan C. Barker, Shawn Edwin Barkley, Jesse W. Bledsoe, Linda L. Blessing, Warren C. Brannon, Robert A. Bryant, Robert E. Button, David M. Cameron, Kathryn J. Cameron, Charles R. Carter, William H. Chappell, Robert Cleveland, Dale W. Davidson, Carl W. Dumford, John E. Eliason, Stewart E. Ellis, Carlton A. G. Eversley, Carol C. Fisher, Charles G. Fitzpatrick, Milton M. Foust, E. B. Freeman, Robert O. Freeman.

G-M

Robert M. Gant, Jr., Robert J. Goforth, Lucius A. Gray, Hewon Han, John M. Handley, William C. Hayes, James Henderson, Robert W. Herron, Z. N. Holler, Fredrick R. Horner, Robert M. Howard, Stephen A. Hundley, Guy W. Hunt, Jr., Ann B. Jahnes, Henry J. Keating, William R. Knox, Morton Kurtz, William F. Lawrence, Jr., James E. Layman, David Leininger, Robert M. Lewis, S. Edwin Lewis, Joel M. Long, Z. Bradford Long, Ivan W. Lowery, James M. Mauldin, Stephen P. McCutchan, Sam E. McGregor, Jr., William S. Metzel, John L. Milholland, E. Thomas Miller, James A. Mitcham, Allen E. Morrison, Lisa Mullen.

N-Z

Lisa T. Nelson, Jamie Bibee Pharr, A. B. Plexico, W. Clark Porter, III, Michael J. Poulos, Catherine J. Reed, Marie P. Reed, Leland A. Richardson, Raymond Riddleberger, James M. Rissmiller, Jeannette G. Rodenbough, Donald G. Scofield, Jr., Jeffrey D. Smith, Paul R. Snell, Billy F. Sosebee, Laura M. Spangler, Joe L. Spears, Rollin M. Steele, Jr., William F. Stephens, Samuel Stevenson, Larry E. Summey, John G. Truitt, Jr., Dan Thornton, W. Russell Ward, Jr., A. Michael Warren, William C. Weckerly, Kellie E. Weekley, John A. Wilkerson, Jr., Charles Williams, William T. Wing, III, Paul D. Woodall, Jr., R. Scott Woodmansee, William J. Wrenn, Jr., Robert L. Yoder, Christopher E. Zorn.

The following Ministers asked to be excused from attendance:

James H. Allen, Ronald L. Bowie, L. Adlai Boyd, John C. Brearley, Janet Briscoe, Malcolm M. Bullock, George C. Carpenter, Carole F. Chase, M. Gray Clark, Frederick A. H. Coates, William Riche DeLong, Christopher F. East, Robert C. Evans, III, Dusty K. Fiedler, Robert A. Fiedler, James T. Frazier, Larry W. Freeman, Philip R. Gehman, J. Randy Hall, Margret L. Henderson, David L. Henry, Cynthia R. Higgins, Joanne R. Hull, Robert S. Jeffords, Kurt W. Johnston, Walter W. King, J. David Kivett, Thomas K. Lane, Robert E. Lee, David T. Lee-Andrews, J. Roger Marrow, Steve Martin, Robert M. Matthews, Judson J. Milam, James F. Miller, Stephen A. Moss, George H. Murray, IV, David C. Partington, S. Curtis Patterson, Steve Macon Pharr, Joseph L. Pickard, Paul N. Ridolfi, Russell H. Ritchel, Jr., Dennis J. Sebesan, R. Page Shelton, Jerold D. Shetler, Ethel C. Simonetti, Robert R. Tolar, Jr., Rockwell P. Ward, Norman M. Whitney, Sr., Stephen Wilkins, J. Gordon Williams, James K. Wilson, Richard S. Wurst, Jr.

The following Missionaries and Chaplains were excused:

Sherron K. George.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Lawrence W. Avent, Thomas B. Bagnal, Jr., James H. Banbury, Dwight Lee Barker, Ernest Bradford, Edwin C. Brammer, Jr., Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, L. B. Colquitt, Jr., Frank C. Collier, Watt M. Cooper, Herbert H. Culler, Frank A. Davison, F. Marion Dick, C. Wayne Dixon, Norris Fellows, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Samuel R. Fudge, Harold E. Fuller, Jr., Joseph M. Garrison, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, John S. Johnson, Hardin A. King, Benjamin Kirkland, Julian Lake, Donald E. Lannon, William F. Long, Wilkes D. Macaulay, John R. McAlpine, James M. McDaniel, Charles McKee, Lacy V. McPherson, Allen C. McSween, Donald Mimbs, K. Moser Misehneimer, H. Reid Montgomery, William H. Morrison, Joseph Mullin, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, Donald G. Price, James L. Price, Jr., John A. Redhead, Jr., Gerald N. Reiff, William C. Rhodes, Jr., Paul S. Ryoo, Lester E. Sheppard, William R. Smith, III, Jamie D. Stimson, Harry S. Thomas, Robert L. Turner, William D. Varker, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Robert S. Wells, John C. Whitley, Frank C. Wilkinson, John A. Womeldorf.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

Robert R. Childs, Jr., O. Leighton Culler, Kermit W. Dancy, Max E. Deal, Frank M. Dew, James A. Dickens, M. Susan Dobyns, Barbara E. Dua, Carter B. Gillespie, Scott C. Girard, Holly Diane Hayes, Robert W. Henderson, George Hunter, William S. Johnston, Phyllis M. H. Kort, Paul Lindsey, Molly Dotson Morgan, Gail Porter Nelson, J. Herbert Nelson, Richard Osmer, Franklin L. Partridge, III, Phillip Justin Pogue, Grant M. Sharp, A. Carter Shelley, James T. Shields, Jerry M. Smith, Ronald A. Smith, Stevan A. Snipes, Patricia F. Stewart, John B. Talmage, Glenn C. Thomason, Worth N. Watts, Benjamin F. Williams.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Whitey Boswell, Daniel R. Hobbs, Sam Nelson, Allen Temple Margaret Cowan, Virginia Mott, Asbury W. Robert Overby, Asheboro First Barbara W. Hochuli, Vera Winston, Bethany (Graham) Glenn Thompson, Bethany (Statesville) Trudy Bass, Bethel Denise Greene, Bethesda (Ruffin) Cathy Reagan, Bethesda (Statesville) Miriam Wilfong, Beulah Deborah L. Coles, Elizabeth R. Scott, Bixby Graham Hendrix, Boone First Tim Harris, Buffalo Doris McKnight, Burlington First Tom Collins, Robert Jessup, Annabel Ridge, Centre A. W. Woods, Jr., Clemmons Chris Baucom, Clio J. Adrian Dobson, Collinstown Darrell W. Mitchell, Community in Christ Marsha Hooks, Cooleemee Grier C. Waller, Covenant Mary Young, Crestwood Lu Brock, Cross Roads Ray Clark, Dellabrook Avenida Glenn, Annie McRae, Dogwood Acres Harlan R. Sexton, Eden First Lyman Collins, Edward Webb Gladys W. Bailey, LaDonna N. McCarther, Elkin Ralph Lanier, Fifth Creek Beth Cooper, Flat Rock Debra Stoltz, Forest Hills Sara D. Hickman, Thelma Spurgeon, Forest Park Carol Windsor, Francisco William T. Martin.

G-M

Grace Willie Robinson, William Shouse, Graham Bill Cooke, Verry A. Holt, Greensboro First Bill Amidon, William D. Ditzler, Doris Preyer, Greenwood Harvey Carroll, Guilford Park Ralph W. Lawrence, Bo Rodenbough, Gulf Russell Palmer, Hawfields N. N. Fleming, III, High Point First Kendra Biddle, Eileen Douglas, David White, Highland Julian Butler, Esther Preston, Hills Kathryn Martinat, Jamestown Joanne Miller, John Calvin Ruth M. Jenkins, Korean First Moon Sik Hwang, Jung H. Kim, Lexington First Phillip H. Davis, Zeb Green, Lexington Second Curtis Morrow, Lloyd Elizabeth West, Vera Williams, Madison Mary S. Patterson, Mebane Brooks Gardner, Memorial Glenn H. Campbell, Mocksville First Ann Long, Mooresville First Elaine T. Drye, Robert E. Hyatt, Mt. Tabor Roy L. Carruth, Constance Purcell, Mt. Vernon Springs Elizabeth T. Foust.

N-Z

North Wilkesboro Edgar B. Gregory, Donna McNeil, Old Providence Carla Pence, Old Town Robert DuRant, Parkway Andy Anderson, Dianne Luce, Piedmont George Florence, Pilot Mountain First Karen McBennett, Pine Hall Tony Paris, Pine Ridge Rene Mosley, Pittsboro Dr. Dick Williamson, Presbyterian Church of the Covenant Sara Lynn Helzer, Prospect Rick Lyerly, Reid Memorial Mae Helen Byers, John Faulkner, Jr., Amelia Young, Reidsville First Anne Scott, Salisbury First Nick Langdon, Robin Perry, Carolyn Smith, Salisbury Second Larry Freeze, Shady Side Charles England, Robert Gilchrist, Shallowford Donna Han, Shiloh (Burlington) Michael R. Crean, Siler City Steve Staley, Smyrna Mitcheal Dixon, Speedwell Wendy Yoder, Spencer Jonnette Powell, St. Andrews Forrest Galyean, St. James Catherine T. Bonner, Fred Cundiff, Luella J. Graves, St. Paul (Greensboro) Ron Ervin, Jim Farley, St. Paul (High Point) Calvin Hall Scaife, Starmount Martha Lou Anderson, Mary Jane Conger, Marilyn Tyson, Statesville First Fred H. Deaton, Jr., Stony Creek Jane Wooding Smith, Taylorsville Margo M. Elder, Third Creek Forrest S. Lloyd, Thomasville First Silas B. Langfitt, Thyatira Glenn McCorkle, Trinity (Elon College) Louise Boyd, Trinity (Salisbury) Ezra C. Gilliam, Trinity (Winston-Salem) Tom Spangler, Unity Mrs. Donnie Whitesides, Wentworth W. D. Sherron, Westminster (Burlington) Bill Draver, Winston-Salem First Betsy N. Brown, Anne Rigby, Randy Welfare, Dr. S. Clay Williams, Jr., Yadkin United Marian L. Smith, Thomas Vinson, Yanceyville Katherine Wattington.

The following Churches were excused from having representatives at this meeting of Presbytery:

Church of the Cross, Concord, Fairmont, Faith, Fellowship, Freedom, Glenwood, Kernersville First, Mount Airy First, Pleasant Grove, Sparta, Tabor, Vandalia.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Baird's Creek, Boonville First, Calvary, Cameron, Cleveland, Danbury Community, Ebenezer, El Bethel, Elmwood, Fieldstone, Franklin, Glendale Springs, Griers, Hope View, Immanuel, Joyce, Lansing, Laurel Fork, Little Joe's, Logan, Love Valley, Milton, Mocksville Second, Mount Jefferson, Mount Vernon, New Creation Community, New Salem, Oakland, Oakview, Peak Creek, Randolph, Red House, Riverview, Rumple Memorial, Sandy Ridge, Sedgefield, Shiloh (Statesville), Southminster, Springwood, Stoneville, Westminster (Greensboro), Whispering Pines, Yadkinville.

The following Church Educators were enrolled:

Pat Smith, Edye Williamson.

The following Corresponding Members were present:

David Chen, Hsinchu Presbytery, Taiwan; Larry Chen, Hsinchu Presbytery, Taiwan; David C. Heil, Miami Presbytery; Alyce Kelly, Greater Atlanta Presbytery; Joan LaFollette, Susquehanna Valley Presbytery; David B. McCarthy, Susquehanna Valley Presbytery; Angus McGregor, Middle Tennessee Presbytery.

The following Administrative Staff were present:

Willie D. Garvin, Phyllis L. Plyler.

The following Visitors were registered:

G. Douglas Aitken, Jr., Helen Astrologow, John Barney, Rudolph V. Boone, Sr., Sarah J. Boone, Ed Boyd, Lillie Brown, Laura Camp, Sansibita Campbell, Margaret C. Carr, Mary H. Carr, Lilly Chai-Chen, William J. Cowfer, Mack Dagenhart, Ares Davidian, Diane Davidian, Martha Dobson, Becky Falter, Jeff Falter, Willy Fisher, Frances Fitzpatrick, Jack H. Foust, Terri Galinski, Marion D. Gilliam, Lilliesteen M. Harris, Bob Hartsell, Bernice C. Heaggans, Joyce Hendrix, Philip Ho, Ted Hruslinski, Edna Jobe, J. Lee Johl, Edna M. Jones, William Jones, Evelyn Knox, George H. Knox, Susan LaBella, Lucille Leath, Christie Leininger, Ruth Lenger, Jill Mao, Margaret Marks, Rick Martindale, Estella McFadden, Ann McKenzie, Lib McPherson, James Miles, Jane Miller, Mary N. Mitcham, Bert Neal, Richard G. Orr, Sue Overby, Jean Primm, Rainey M. Ratchford, Linda Robbins, Otis B. Scott, Sue M. Setzer, Rebecca Sexton, Robert P. Snyder, Jim Swinkola, Bea Thomas, Erich Thompson, I. H. Thompson, Jean Thompson, John Troxler, Harvey Walker, Fred N. Ward, Murray M. White, Jr., Steve Willis, Bill Wilson, Byron Wolfe, Mary C. Woods, Jean (Wen-Chin) Wu, Rosa Yourse, Wendy Yow.

DOCKET

The Docket was presented by Murray White, Moderator of Council, and was approved as presented. (See Appendix A, pp. 165-166.)

OMNIBUS MOTION

Murray White, Moderator of Council, presented the Omnibus Motion. Following the removal of items 7, 12, 13, 14 and 20, the remaining recommendations were approved in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are identified by an OM designation in the left margin.

RECOGNITION

Moderator Fuller recognized guests from Taiwan who would be presented later in the meeting and welcomed all to the Twenty-Third Stated Meeting.

WELCOME

The Governing Body was welcomed by The Rev. Dr. William C. Weckerly, pastor of the Graham Church. Information regarding the facilities and arrangements for the day were presented.

ECUMENICAL VISITOR

The Moderator introduced the Rev. Dr. Rollin D. Russell, Conference Minister for the Southern Conference of the United Church of Christ, who addressed the Presbytery briefly.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix B, pp. 167-168.) He stressed the importance of each church participating in the four Town Meeting Dialogues scheduled throughout the Presbytery in July and August. He also advised that Presbytery has 20 copies of the video tape from General Assembly relating events of the Re-Imagining Conference. The Stated Clerk reported that no host church was yet available for the next meeting of Presbytery.

INTRODUCTIONS

Elders attending Presbytery for the first time and other guests were introduced and welcomed. Approximately 25-30 elder commissioners noted that this was their first meeting. The following ministers from other presbyteries were welcomed and seated as Corresponding Members: Joan LaFollette, Susquehanna Valley Presbytery; David B. McCarthy, Susquehanna Presbytery; Angus McGregor, Middle Tennessee Presbytery; Alyce Kelley, Greater Atlanta Presbytery; and David C. Heil, Miami Presbytery.

MINUTES OF COMMISSIONS COMMITTED TO THE RECORD

The Minutes of Commissions to ordain and/or install pastors were admitted to record. (Appendix C, pp. 169.)

REPORT OF PRESBYTERY COUNCIL
Murray White, Moderator

Your Council has met twice since the last Stated Meeting of Salem Presbytery.

ACTIONS REPORTED:

1. Council approved the request from Church Development Committee to loan $9,500 from Loan and Grant Funds to Flat Rock Church for manse renovations.

2. Council approved sending an appeal, via the "Sampler", from St. Paul Church (Greensboro) concerning raising $100,000 for a critically ill member of that church. The pastor of the St. Paul Church reported that $65,000 is now on hand toward the total and that Bowman Gray has accepted the church member as a patient, and she is on the waiting list for a donor.

3. Council approved the request of Reidsville First Church to make application for a line of credit up to $150,000 in connection with its major renovation project.

4. Council approved continuing to have Worship at Presbytery meetings as the first item on the Docket, preceded by a Hymn Sing.

5. Council reinstated "Themes" at Presbytery meetings with docket time limited to one hour or less in a place of importance on the Docket. This schedule will begin with the February, 1995, Meeting.

6. Council approved the sending of a letter from the Stated Clerk and Council to churches withholding funds (four or five had originally withheld funds--several of those have renewed giving).

7. Council approved the February and April minutes of Presbytery as amended.

8. Council approved the request to publicize aid needs in Rwanda.

9. Council approved the following dates:

Singles Gathering at Tanglewood	September 11, 1994
"Make Sunday Morning Exciting" Seminar	October 18, 1994
Women's Ministry Workshop	October 29, 1994
PW Coordinating Team	November 5, 1994
PW Coordinating Team	January 14, 1995
COM Retreat	January 19-20, 1995
Mission Tools for God's People Workshop	March 4, 1995
PW Coordinating Team	March 18, 1995
PW Annual Spring Gathering	April 22, 1995
Small Church Retreat	May 5-6, 1995

10. Council concurred with Personnel Committee's request for a Presbytery Staff Retreat Day on August 30 (office to be closed).

11. Council approved the following person to serve on Presbytery's Nominating Committee, Class of 1994:

    Ms. Peggy Wilson, John Calvin
    Mr. A. L. McAlexander, Flat Rock
    Gail Blackburn, Mt. Jefferson

12. Council approved Presbyterian Women's request to have a Communion Service during their August 6-7 Retreat.

13. Council approved asking a task force to be formed to discuss the purpose and format of Presbytery meetings.

14. Council approved the concept of Town Meeting Dialogues to be held July 24, August 7, August 14, and August 21 in various areas throughout the Presbytery. Each church will be asked to attend one of the Town Meetings with their minister(s) and at least two elders.

COUNCIL CONCURS WITH THE FOLLOWING COMMITTEE RECOMMENDATIONS in presenting them to Presbytery:

1. Budget and Finance Committee (1995 Budget)

ACTION:

1. Salem Presbytery endorsed Council's "Town Meeting" Dialogues in scattered locations across the Presbytery and requested that each session appoint at least two of its active members to attend with their minister(s) and educators (s). The purpose is to reflect on:
   - a. GA Re-Imagining Paper
   - b. Implications of what has happened in PC(USA) and Salem in the past six months for our church and presbytery
   - c. Evaluation of such gatherings as regular events (once/twice yearly)
   - d. Possible reconciliation moves among ourselves and to Synod and General Assembly

The Council received the following communication from the Church Development Committee:

In April 1994, John Handley, Willie Garvin, and Marsha Hooks met with Southminster Presbyterian Church, Winston-Salem. The Session of Southminster Church asked for assistance and approval from Presbytery to deed over all their property to a social ministry called Prodigals Community, with a reversionary provision that returns ownership to either Southminster or Salem Presbytery when Prodigals Community no longer needs the property. The congregation would continue to hold its worship services and other church activities on the premises. Southminster's congregation approved this action in a congregational meeting.

The church wants to do this because they feel that God led them into their relationship with Prodigals Community and they feel a spiritual commitment to it. Also, they can't afford to continue paying for insurance nor could they afford utilities or building maintenance without help. Prodigals Community began using the property in the spring of 1993 by verbal agreement. By all accounts, both parties feel it is a happy and mutually beneficial union which also enjoys the support of the surrounding community, which is now primarily commercial in nature.

Church Development Committee received this report and we tend to favor in principle what Southminster desires. We will be ready to make a recommendation soon but not in time for the July Presbytery meeting. We request that Presbytery empower Council to act on its behalf to execute the necessary documents, pending final concurrence of Church Development Committee and Council, to accomplish the property transfer and provide for the facility needs of Southminster Church on that property. This will prevent all parties from having to wait until the October Presbytery meeting before concluding the matter.

Southminster Church has very low membership (16 at worship is considered good attendance), mostly retired. they do not have a pastor. The three buildings consist of the sanctuary, a two-story fellowship/education building, and the manse next door. The buildings appear to be in fairly good condition as a result of work done by Prodigals Community. They renovated the manse (which had been condemned by the city) and the fellowship building, put a new exterior on the sanctuary, and painted the inside. The property is insured on a policy that names both Prodigals Community and Southminster Church. The church pays the portion of the premium that covers the sanctuary. This bill is the church's largest expense and is a struggle to meet. Prodigals Community pays all utilities and does all the maintenance on all the buildings.

Prodigals Community is a social ministry for male and female substance abusers directed by Jeff Coppage, a Mennonite minister. Four Directors on the Board are members of First Presbyterian Church, Winston-Salem. Salem Presbytery endorsed Prodigals Community at a recent meeting. It is a voluntary year-long residential program with strict behavioral rules. It focuses on teaching people to take responsibility for themselves and stresses accountability to the group. Besides attending group therapy meetings, participants are also active in liberal arts and technical courses, GED courses, and job training to develop marketable skills. They are encouraged to attend daily devotions and Southminster worship services. Participants live on the premises, men and women in separate buildings, with live-in supervision. Financial support comes from several area churches including First Presbyterian in Winston-Salem and from several small businesses that the ministry runs primarily for job-training (painting, ceramic tile work, plumbing, carpentry, flooring, stucco, etc.).

In consultation with our lawyer, Steve Pharr, the following three transactions are being prepared. All three can be executed in the same sitting and are the most expeditious way to accomplish the transfer and address the best interests of all parties.

1. Deed the property from Southminster Church to Salem Presbytery.

2. Deed the property from Salem Presbytery to Prodigals Committee with a provision for the property to revert back to Salem Presbytery at such time that Prodigals Community no longer needs it. This reversionary feature would be accomplished with a "right of re-entry" clause that would enable Presbytery to reclaim the property if it is not being used or maintained according to the provisions of the deed or to decline to receive back the property (conceivably, there could be reason in the future why Presbytery would consider owning the property more of a liability than an asset). Include a covenant stipulating that the property may only be used by a non-profit group in a manner consistent with the principles of Prodigals Community.

3. Southminster Church would lease space on the property from Prodigals Community. The lease would be year-to-year at a cost of $1 per year and the lease would stipulate the Prodigals Community will provide and maintain a satisfactory and secure place for the congregation to conduct worship and other church activities as needed and the Prodigals Community will maintain fire and general liability insurance on the property.

ACTION:

2. The Council was given the authority, if the way be clear, acting as Trustees of Presbytery, to approve and execute the legal documents necessary to complete the reception of the deed to the Southminster Church property, the transfer of said deed to the Prodigals Community with an appropriate "right of re-entry" clause, and the execution of a lease for space to be appropriately maintained and provided for the Southminster Church.

CAREER AND PERSONAL COUNSELING SERVICE

Ms. Sue Setzer spoke to the Presbytery on behalf of the Career and Personal Counseling Service.

RECOGNITION OF PAST SALEM PRESBYTERY MODERATORS

John Handley recognized the following past Moderators of Salem Presbytery and presented each a plaque in recognition of their service:

Elder Dale W. Davidson	1/7/89 - 2/3/90
Reverend S. Edwin Lewis	2/3/90 - 2/2/91
Reverend Ivan W. Lowery	2/2/91 - 2/1/92
Elder Rudolph V. Boone, Sr.	2/1/92 - 2/6/93
Reverend Cynthia R. Higgins	2/6/93 - 2/5/94
Elder W. Erwin Fuller, Jr.	2/5/94 -

YOUTH MINISTRY COMMITTEE
Bill Chase, Moderator

Michael Poulos and friends gave a brief presentation to Presbytery regarding youth retreat information included in the commissioners' packets. Commissioners were encouraged to put these events on their church calendar and to locally publicize them. The youth then led the commissioners to participate in a series of fellowship building activities.

REPORT OF GENERAL ASSEMBLY COMMISSIONERS

Seven commissioners presented highlights of the 206th General Assembly held recently at Wichita, Kansas. Guy Hunt reported on the spiritual preparation which set the stage for the successful Assembly; Dianne Luce reported on the warm hospitality provided by the local regional churches, entertainment, and a new hymn commissioned for the Assembly--"Frontiers of Faith;" Ed Lewis summarized each of the worship services which prepared those present for the work of the Assembly; Willy Fisher reported on the Assembly from the YAD perspective and the impact that the Assembly had on the 165 youth advisory delegates; James Henderson (who served on the committee which studied the Re-Imagining Conference) covered the process of how the committee evaluated this issue and the evidences of the Holy Spirit among the committee and its report to the Assembly; Debbie Coles expressed her and Moon Suh's attendance and the spiritual direction which they received; and Esther Preston reviewed the expectation and awe which the commissioners felt in anticipation of the report from the committee studying the Re-Imagining issue. She reported that it was evident that the presence of the Holy Spirit guided the activities of the committee and the report's adoption by the Assembly commissioners. She reported that it is time for all of us to find ways to disagree in love.

GRANDFATHER HOME PRESENTATION

Jim Swinkola addressed the Presbytery briefly regarding Grandfather Home for Children using a hypothetical case of Jane, her problems at home prior to being admitted to Grandfather Home, and the role that the Home has played in ministry to her needs as a abused child. Jim asked that churches visit the Home, that churches request visits from the faculty, and that consideration be given to financially supporting the Home.

COMMITTEE ON PREPARATION FOR MINISTRY
Jean Rodenbough, Moderator

ACTIONS:

3. Salem Presbytery enrolled the following persons as Candidates for Ministry under the provisions set forth in G-14.0304 and G-14.0305:

Mary Margaret Boyd	First Presbyterian Church, Asheboro, NC
Ruth Lenger	Forest Hills Presbyterian Church, High Point, NC
Robert Snyder	First Presbyterian Church, Winston-Salem, NC
Brian Stewart	Alamance Presbyterian Church, Greensboro, NC

4. Margaret Crowell of First Presbyterian Church, Greensboro, NC, was released from covenant relationship with Salem Presbytery as an Inquirer under the provisions set forth in G-14.0312.

BRENTWOOD CHURCH ADMINISTRATIVE COMMISSION

Bill Sosebee, moderator of the Brentwood Administrative Commission, reported on the work and actions of the Commission regarding the dissolution and disposition of the property of the Brentwood Presbyterian Church. (See Appendix D, pp. 170-190.) John Causey, former Elder of the Brentwood Church, also spoke to the Presbytery outlining the feelings of some members of the congregation relative to the Commission's recommendation as to the disbursement of funds resulting from the sale of the Brentwood Church. Mr. Causey informed the commissioners that his purpose for presenting this information was in the hope that no other church would ever have to go through the same problems that the Brentwood congregation suffered. John Handley, Presbytery Executive, responded to the points raised by Mr. Causey. Discussion on items relating to dissolution of churches were tabled until after lunch so that Presbytery could proceed with the Order of the Day.

LUNCH

Presbytery was adjourned with prayer for lunch at 12:45 p.m.

AFTERNOON SESSION

The Moderator reconvened the Presbytery at 1:35 p.m., and Hank Keating led the prayers of intercession and the dedication of the 2¢-A-Meal/Pennies offering.

INTERNATIONAL MISSIONS COMMITTEE

Christie Leininger, Moderator

Christie Leininger introduced members of the Gospel Team from Hsinchu Presbytery, Taiwan. The Rev. David Chen presented a plaque which depicted the relationship between Hsinchu Presbytery and Salem Presbytery. Rev. Chen also presented a wood carving of two fish which reflected the common vision which our two presbyteries share. Salem Presbytery Moderator Fuller expressed his thanks and appreciation for the gifts and for the presence of the team from Hsinchu Presbytery. He presented to Rev. Chen a plaque from Salem Presbytery which commemorated this visit. After introduction of the other members of the team: the Rev. Larry Chen, the Rev. Philip Ho, Mrs. Jean Wu, Mrs. You-Hua Chai-Chen, and Miss Jill Mao; Rev. David Chen addressed the assembly. Brad Long served as interpreter.

BRENTWOOD CHURCH ADMINISTRATIVE COMMISSION (Continued)

In response to a floor discussion to prevent the suffering and discontent raised by this matter, the Presbytery approved the following:

ACTION:

5. When Salem Presbytery receives a request to dissolve a congregation or is advised that such a request is being considered, that the congregation be advised in writing by the Stated Clerk of the legal status of that church's property (upon dissolution). This shall be done before Presbytery acts on the request for dissolution.

SERMON BY CANDIDATE FOR ORDINATION

Jeffrey James Falter preached his sermon entitled, "What Is Worth Dying For?", using Acts 7:54-8:3 as his text.

ACTION:

6. The sermon presentation of Jeffrey James Falter was approved by Presbytery.

MISSION TOOLS FOR GOD'S PEOPLE WORKSHOP

Lib McPherson reported that this is the new name for the former Kaleidoscope Workshop. The 1995 Workshop will be held on Saturday, March 4. The place will be announced later.

BUDGET AND FINANCE COMMITTEE

Richard G. Orr, Moderator

1994 Financial Updates: Benevolence income through 5/31/94 is $603,386. The following table shows YTD receipts as well as the percentage of the budgeted mission receipts for the last 5 years.

1990	1991	1992	1993	1994
34.657%	37.222%	35.682%	32.938%	33.062%
$683,717	$744,450	$725,049	$609,344	$603,387

While the percentage trend is up over 1993, the trend in absolute dollars is dramatically down. Salem Presbytery's overall income May YTD is $630,196 versus a budget of $455,073. While expenses are favorable relative to budget, they are $62,705 over income, a situation which will receive continued monitoring.

1995 Budget: The original 1995 Asking Budget included $1,800,000 in Benevolence Askings from member churches. Because of the continuing reduction in Benevolence Giving, the initial recommendation of the Budget and Finance Committee was to reduce this number to $1,650,000. At a subsequent joint meeting with Council, a final decision was reached to set this number at $1,750,000 in order to support the continuing programs in all Divisions. In order to achieve a balanced budget, it is still necessary to reallocate the distribution of Benevolence funds between Presbytery, Synod and General Assembly. The final Budget is set at $1,795,700 which is a reduction of 3.3% from the 1994 budget.

ACTIONS:

7. The proposed budget for Salem Presbytery for 1995 in the amount of $1,795,700 was approved (see Appendix E, pp. 191-194).

8. The Asking Budget was approved at 10 percent of the particular church's budget or an increase of at least 3 percent over the 1994 amount, whichever is greater.

9. The reallocation of benevolence distribution was approved as follows:

General Assembly	24.2% (from 25.42%)
Synod	16.9% (from 16.98%)
Presbytery	58.9% (from 57.6%)

PERSONNEL COMMITTEE

S. Edwin Lewis, Moderator

The triennial evaluation of the Reverend Catherine J. Reed, Hunger Action Enablerfor Salem Presbytery was conducted by the Personnel Committee on June 21, 1994.

To gather information for the assessment, the Committee sent evaluation forms to 18 persons, including moderators of committees which she resources and other individuals with whom she had worked.

The review was based on information received from 11 respondents. Additional insights were derived from members of the Personnel Committee, other Presbytery staff, and Ms. Reed's self appraisal.

Of those who responded, most found Ms. Reed "outstanding" or "good" in the categories questioned: Self-understanding; Motivation; Emotional Strength; Adaptability in Diverse Racial/Ethnic Situations; Interpersonal Relationships; and Leadership.

A sampling of the overwhelmingly positive majority of comments included:

- Her leadership ability is very good.
- She works well with other people.
- Katy fits into her present position perfectly.
- She has been most helpful in assisting with the committee I chair and can be counted on to do what she says...
- As Kaleidoscope moderator, I have gained new appreciation for her abilities...
- Seems to be able to respond to the occasion and to the individual that needs her attention.
- If I had to describe Katy in one word, it would be conscientious. If I had to add a second, it would be compassionate. I think she does a very good job and I don't know what we'd do without her.

The only comment concerning her limitations stated: Sometimes I feel that she is so sensitive to people's feelings that it is hard for her to tackle tough issues that might hurt someone.

It is with great appreciation to Katy that your Committee is pleased to recommend her for a new term. We believe she has served Salem Presbytery well and grows in her effectiveness as each year passes.

ACTIONS:

10. Catherine J. Reed was elected for another three-year term as Hunger Action Enabler beginning July 14, 1994.

11. Salem Presbytery commended Ms. Reed for her work over the past six years and Ed Lewis offered a prayer of thanksgiving and intercession for her and her continued ministry.

EXAMINATIONS COMMITTEE

Russ Ward, Moderator

Presbytery proceeded with the examination of Candidate Jeffrey James Falter. He has passed the General Assembly Standard Exams, received a diploma from an accredited theological school, and has been examined and approved by the Examinations Committee of Presbytery.

RECEPTION OF JEFFREY JAMES FALTER

ACTION:

12. Presbytery approved the committee and floor examination and sermon of Jeffrey James Falter.

    a. Jeffrey James Falter, a candidate of National Capital Presbytery, was received and will be ordained by Salem Presbytery so that he may accept the call to serve as Pastor of the Dogwood Acres Presbyterian Church of Asheboro, North Carolina. The effective date is May 15, 1994.

    b. His credo which follows was approved:

    I encounter God in the pages of Scripture as the One who in sovereign power and grace creates and governs the world and all that is in it. I encounter God in Jesus Christ as Immanuel--God with us--the eternal Word who came into the world in human flesh to show us what human life was meant to be, to redeem human life from its oppression to sin and evil. I encounter God in the sustaining presence of the Holy Spirit in my own life, in the life of the Church, and in the life of the world about me. Because of this transforming encounter with the one triune God, I seek to live a new life in service to God.

    I encounter this one triune God through the Scriptures of the Old and New Testaments. The Scriptures are the unique and authoritative witness of God's self-disclosures in Jesus Christ. The Scriptures reveal God to us in a way which nothing else in the created order can; as I read the pages of Scriptures, I begin to discover who God is. Yet this Scripture is not God, rather it points to God. The Holy Spirit acts to bring God's word alive through these writings. The Living Word of God comes to us through the written word of Scripture by the working of the Spirit, but the written word (Scripture) is not itself the Living Word (Jesus Christ).

    In the Scriptures, I discover that God created heaven and earth and all that is in them good, full of order and life. In great love, God gave it all to us, to the creatures created in God's image, that we might care for and keep this creation and enjoy it as faithful stewards, subject to God's lordship and guidance.

Yet as I find abundantly clear in our violent world, we human beings do not like to be servants to anyone, not even to God. In our sinfulness we keep trying to shake off our creaturehood and turn ourselves into our own gods, with power over our own affairs, our own destinies, our own relationships. As a result we have corrupted God's world and ravaged its goodness, disrupting the beauty of nature and the loveliness of human community.

Yet God would not get rid of us; God made us for life abundant. So the Lord set out four thousand years ago to reverse the effects of our rebellion by creating a new people in a new land; delivering them from slavery; guiding their lives by covenant law, protecting them from the ravages of hunger and thirst and enemies; settling them in a good land; establishing a Davidic king to be their protector of justice in peace and in war; finally even bringing the Messiah--Jesus Christ--to redeem them from oppression and from the evil around them, a Messiah whom they crucified. Yet even death on a cross could not defeat God's plan for humanity; God raised this Jesus from the dead, triumphing over all human attempts to defeat God's lordship, offering us redemption instead.

In Christ, God began again to establish a new covenant community and to restore to humankind the good life God had intended for us all in the beginning. The Church is this new community, a community which gets its character and purpose from the one whose name it bears: Jesus Christ. Christ, the true image of God, showed us all that human life was meant to be, all that the Church is called to be: obedient and faithful children of God; a community of righteousness and faith and peace for all peoples; protectors of the poor and establishers of justice in society; people who live in service to the lordship of God. God hopes to draw all people into this new community through the faith of Jesus Christ.

This is the story of faith which I find in Scriptures, but it is by no means the end of God's activity in the world. I believe God continues to actively work in the world right here, right now. Even in the midst of the Holocaust, Ethnic Cleansing, the Hebron Massacre, I affirm that God is alive and active and in charge in the world and in people's lives, even though I may not understand how God can use human evil such as the wanton slaughter of innocents to accomplish God's sovereign purposes.

I believe that God continues to work in the world and in individual lives through the power of the Holy Spirit. The Holy Spirit leads us to know God, brings us to confess Christ as Lord and Savior, binds us together into the one community of faith, the one body of Christ, the Church. The Spirit gives us strength to live our daily lives in service to God.

The Spirit not only transforms us but enables us to transform society by giving each of us certain unique and special gifts, as well as the charge to use those gifts wisely, in order to help our fellow human beings and the world entrusted to our care. God has given some of us the gifts to be scientists; others the gifts to be artists; still others the gifts to be architects or doctors or bakers or clerks or farmers. Whatever gifts God has given us, though, we are all called to use those gifts for the establishing of God's just, peaceable, and loving rule in the world. In this way we participate in God's creating and redeeming work in this world.

Collectively the Church too has been given gifts so that it may faithfully proclaim the Word to the world, and faithfully live that Word in the world. These twin facets of the Church's mission cannot be separated, "as though there were areas of our life in which we do not belong to Jesus Christ, but to other lords." The same Lord that commands us to make disciples and baptize and teach calls us to do justice and love kindness. The same God that commands us to love the Lord our God with all our heart and mind and strength demands that we love our neighbor as ourselves. Sometimes we would rather say, "Smile, God loves you," than to work for the end of oppression, but our faith in Jesus Christ as Lord demands that we work for justice and mercy and freedom and peace for all. Sometimes we would rather serve the homeless soup in our kitchens than to invite them to worship with us on Sunday, but faith in that same Lord demands that we bring them the gospel in word as well as in deed. Whatever is required to live out both these facets of discipleship, to witness to the gospel in word and in deed, is the mission of the Church, the Body of Christ.

Whenever the Church faithfully seeks to fulfill its mission, people experience the grace of God. The people of God experience the grace of God through the Church in worship, where the word of God is read and proclaimed week after week in our sermons and songs and prayers and deeds. We experience the grace of God in the Sacraments which Christ has given us. Through the Sacraments, God initiates and renews us in the covenant community; they are the signs and seals of God's grace for God's people. When I was baptized, God brought me into a covenant relationship as one of God's chosen people; nothing that I may or may not do can ever nullify that covenant. When I celebrate the Lord' Supper, God again renews that covenant with me as I remember that covenant again and again, as I remember the terrible cost of that covenant and the great love of God for us which that covenant demonstrates. In the Lord's Supper I also remember and experience the communion of the saints; I am joined together with brothers and sisters from all times and places who call on Jesus Christ as Lord. Through worship, through reading the proclaiming the Scriptures, through participating in the Sacraments, the Spirit works through the Church to nurture us into the body of Christ.

Through the Spirit, Christ promises to all of us who call on him as Lord and Savior, strength to live obedient, faithful, and transformed lives, lived in accordance with the covenant love of God made known to us in Scripture. Christ has redeemed us from our enslavement to sin so that we are now free to live an abundant life. Christ promises that we are participating in the new community of abundant life and goodness which will finally cover the earth. The kingdom of God has begun in Christ; it will finally come in the fullness of time and it shall have no end. This is the promise to which I cling; this is the faith in which I stand.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Falter and the Dogwood Acres Church of Asheboro effective May 15, 1994; approved the following Terms of Call; and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g.) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$17,500.00
Housing Allowance	3,750.00
Social Security	2,680.00
Automobile Allowance	2,800.00
Book Allowance	800.00
Benefits Plan	7,345.52
Moving Costs	Provided
Vacation	Four Weeks
Study Leave	Two Weeks

d. The following Commission was approved to ordain and install him as Pastor of the Dogwood Acres Presbyterian Church on August 21, 1994, at 4:00 p.m. at the Dogwood Acres Presbyterian Church, Asheboro, North Carolina.

NAME	RESPONSIBILITY	MINISTER/ELDER
Michael Warren	Preside & Propound the the Constitutional Questions	Minister
Holly Hayes	Preach the Sermon	Minister
William Clark	Charge the Minister	Minister (Guest)
Larry Ayers	Charge the Cong.	Minister
Frances Fitzpatrick	Lead in Worship	Elder
Jill Weist	Lead in Worship	Elder (Guest)
Richard Acker	Lead in Worship	Elder (Guest)

e. Mr. Falter was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

Presbytery proceeded with the examination of Ares Davidian, David Christian Heil, William Jones, Angus McGregor, and Erich W. Thompson. Each has been examined and approved by the Examinations Committee of Salem Presbytery.

RECEPTION OF ERICH WOLFE THOMPSON

ACTION:

13. Presbytery approved the committee and floor examination of Erich Wolfe Thompson in accordance with Book of Order G-11.0402.

    a. The Reverend Erich Wolfe Thompson was received into Salem Presbytery from New Hope Presbytery so that he may accept the call of the Starmount Presbyterian Church of Greensboro, North Carolina, as Associate Pastor.

    b. His credo which follows was approved:

I believe in the one, true, living, and Triune God: Father, Son, and Holy Spirit, who was before all. I believe in the sovereignty of God over all that was, is and will be. I have been created by God, in the image of God, and to God I belong. In all things I have been called to honor God, God's creation, and God's will.

I believe that while I belong to God, I have in countless ways at countless times transgressed or departed from God's will for my life. As with all people, I am a sinner and am justly deserving of God's displeasure. The penalty for sin is the forfeiting of my life and banishment from the presence and fellowship of God. But in Christ, God came into my world, set the example of perfect human living, became the perfect sin offering, and continues to make holy, and acceptable to God, all who will be touched by receiving that grace (Lev. 6:27).

I believe that the God to whom I belong is revealed through the testimony of the Holy Bible, comprised of the Old and the New Testaments. This work of human hands, inspired and shaped by God, is the unique and authoritative witness to the will of God for my life and for the life of all creation. It is also the standard, the canon, by which to evaluate and discern the ongoing revelations of God to the people of God.

I believe that God to whom I belong is also revealed through the witness of the Church, the body and physical presence of Christ in the world. It is into the Church that God calls us for nurture and growth in faith and in service. Though the Church is not perfect in her faith or service, Jesus, who is her head, ever directs her with His will and moves her toward perfection. I believe that the Church is called upon to live out the Word of God, demonstrating by the love of her members for one another, and by the quality and manner of their common life, the new reality in Christ.

I believe that my ties to the God of creation are strengthened through the sacraments of grace: holy baptism and holy communion. In these, the revealed Word of God is bound up in visible action and administered to the people of God. In the simplicity of these acts, the Word of God is proclaimed, the people of God are fed and renewed for holy living, and the watching world is reminded that the God who calls us to keep these traditions is present and faithful throughout the ages.

c. Presbytery approved the establishment of an Associate Pastor relationship between Mr. Thompson and the Starmount Presbyterian Church of Greensboro effective July 24, 1994; approved the following Terms of Call; and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g.) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$19,230.00
Housing Allowance	21,070.00
Continuing Education	1,000.00
Benefits Plan	12,040.00
Automobile Allowance	1,500.00
Medical/Dental Allowance	1,200.00
Child Care Allowance	1,500.00
Vacation	Four weeks
Study Leave	Two weeks

d. The following Commission was appointed to ordain and install him as Associate Pastor of the Starmount Presbyterian Church of Greensboro, NC, on September 18, 1994, at 3:00 p.m. at the Starmount Presbyterian Church.

NAME	RESPONSIBILITY	MINISTER/ELDER
James Layman	Preside & Propound the Constitutional Questions	Minister
E. Thomas Miller	Preach the Sermon	Minister
Lisa Mullen	Charge the Minister	Minister
Roger Sutton	Charge the Congregation	Elder
Luella Graves	Lead in Worship	Elder
Walter Pharr	Lead in Worship	Elder
Monie Plueger	Lead in Worship	Elder
Dr. Moon Suh	Lead in Worship	Elder
Wilbur S. Swain, Jr.	Lead in Worship	Elder

e. Mr. Thompson was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF ANGUS WALKER MCGREGOR

ACTION:

14. Presbytery approved the committee and floor examination of Angus Walker McGregor in accordance with Book of Order G-11.0402.

a. The Reverend Angus Walker McGregor was received into Salem Presbytery from Middle Tennessee Presbytery as a minister engaged in a validated ministry to become the Interim Pastor of the Madison Presbyterian Church of Madison, North Carolina, effective May 22, 1994.

b. His credo which follows was approved:

In life and in death we belong to God. Through the grace of our Lord Jesus Christ, the love of God, and the communion of the Holy Spirit, we trust in the one triune God, the Holy One of Israel, whom alone we worship and serve. (**A Brief Statement of Faith,** PCUSA - lines 1-6)

For me these lines capture the heart of the Christian faith. **God is. God reigns.** We and all of creation belong to God. This belonging is founded upon and fed by grace. My working definition of grace is that it is a gift from God which enables one to live positively into terror without bitterness. As I have reflected upon those I consider to be prototypes of faithfulness,a common thread is their staying the course of faithfulness in the mist of terror. As I have faced terror, both in the world around me and within my own interior, I have experienced the presence of God. That presence has been experienced in what I would consider strange times and places, thus validating that it is God who determines my experience of providential call, judgment and hope. God is sovereign.

Through the justifying grace of Jesus Christ, the Holy Spirit works faith in me. Reformed theology helps me in understanding and being obedient to that faith. Five emphases of Reformed theology are instructive for me: the sovereignty of God, the authority of Scripture, justification by grace through faith, the priesthood of all believers, and the sanctity of the common life. All of these are revealed and validated by the life, death, and resurrection of Jesus Christ. His life, death, and resurrection form the basis of any genuine hope and act as the norm by which life is judged and values established. His embracing of all people and His creative use of the world call me out of myself toward a community of shared resources. His total reliance upon God and self-giving death judge my self-centeredness and impress upon me the gravity of my sin and the sin of the world, while at the same time nudging me with His pursuing grace and forgiveness. Sin, I understand to be idolatry - the placing of anything or anyone between me and my trust in God. Jesus vindicating resurrection, though not canceling the reality of pain and suffering, does establish His truthfulness and God's merciful power and opens me to the future with hope.

I am a Christian, which means that I place my own interpretations under the authority of the Bible. Furthermore, I am a Presbyterian Christian, which means that I stand accountable to the faith of the Church as accepted in The Book of Confessions. I am grateful to God for the provision of the means of grace: Scripture, baptism, the Lord's Supper, and prayer.

I understand the Church to be a priesthood of all believers. I subscribe to Presbyterian governance with its insistence upon the headship of Christ, constitutional order, representative government, shared power and the wholeness of the mission of the Church.

c. Mr. McGregor was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF DAVID CHRISTIAN HEIL

ACTION:

15. Presbytery approved the committee and floor examination of David Christian Heil in accordance with Book of Order G-11.0402.

a. David Christian Heil was received into Salem Presbytery from Miami Presbytery so that he may accept the call of the North Wilkesboro Presbyterian Church as Pastor effective September 1, 1994.

b. His credo which follows was approved:

All that we are and all that we have is a gift from God. In the presence of God we can make no claims. We are not the achievers; we are the recipients of God's gifts. The greatest gift is life itself, given to us by God the Creator. In a broken world we receive God's grace. This experience of grace exposes us as sinners who continually reject God's truth and goodness. Because we reject God's truth and love, and because we do not fully surrender to God, we consequently estrange ourselves from God. That God's love and compassion for us is so great, God our Redeemer comes to us in the person of God's Son, Jesus Christ, who answers in our stead and seeks to restore the relationship with God that we have broken. Jesus Christ is the Messiah who came to reveal the power of God's love. As a human being he lived among the people, was baptized, broke bread, suffered and died on the cross for our sins. On Easter day God raised Christ from the dead as victor over sin and death and made Him witness to the good news that our sins are forgiven and that our broken relationship with God is restored. The grace of Jesus Christ comes to us through the power and the presence of the Holy Spirit. All this is the work of God our Creator, Redeemer and Sustainer.

The Holy Bible - Old and New Testaments, is our written revelation of the word of God. It is our rule of faith and practice. Through careful study of the Scriptures and through prayer, the Holy Spirit guides us in our understanding of relationship to God, neighbor, and self.

The Church is the body of Christ - the company of the faithful, called by God to be God's people. As believers we follow Christ as Head of the Church. Our mission is to tell the good news of Jesus Christ's reconciling love to the world, and to reach out to that broken world with God's comfort and love. The Church gathers to worship and disperses to serve.

The sacraments are God's gracious gifts instituted by Christ. God's grace is both proclaimed and received. In the Lord's Supper we eat of the bread and drink of the cup knowing that Christ is present to us through the work of the Holy Spirit. The sacrament is our symbolic expression of God's redeeming action in Jesus Christ. From this mighty act of redemption we not only see, but we receive in ourselves the grace of God. In the waters of Baptism God cleanses us of our sins and transfers us to the Kingdom of Christ by giving us a new identity in Christ. We are received into the covenant community of Christ and are called to be God's children.

c. Presbytery approved the establishment of a Pastoral relationship between David Christian Heil and the North Wilkesboro Presbyterian Church, North Wilkesboro, North Carolina, effective September 1, 1994; approved the following Terms of Call; and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g.) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$24,000.00
Housing Allowance	11,050.00
Automobile Allowance	3,250.00
Major Medical	6,037.02
Dental (per year)	870.24
Moving Costs	Provided
Social Security Equiv.	2,681.33
Continuing Education	900.00
Vacation	Four weeks
Study Leave	Two weeks

d. The following Commission was appointed to install him as Pastor of the North Wilkesboro Presbyterian Church on September 18, 1994, at 11:00 a.m. at the North Wilkesboro Presbyterian Church, North Wilkesboro, North Carolina.

NAME	RESPONSIBILITY	MINISTER/ELDER
John Handley	Preside & Propound the Constitutional Questions	Minister
Robert L. Edwards	Preach the Sermon	Minister
Edgar B. Gregory	Charge the Minister	Elder
Michael Warren	Charge the Congregation	Minister
Willie D. Garvin	Lead in Worship	Elder
Debbie Coles	Lead in Worship	Elder

e. Mr. Heil was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF ARES DAVIDIAN

ACTION:

16. Presbytery approved the committee and floor examination of Ares Davidian in accordance with Book of Order G-11.0402.

a. The Reverend Ares Davidian was received into Salem Presbytery from Lackawanna Presbytery as a retired minister engaged in a validated ministry as Interim Pastor of the Bethesda Presbyterian Church of Ruffin, North Carolina, effective April 21, 1994.

b. His credo which follows was approved:

1. FATHER, SON AND HOLY SPIRIT

God is revealed to us in many ways. This is the essence of our faith. God reaches out to us and has been reaching out since the beginning. This suggests how personal the God we worship is. Each of us is able to receive the revelation of God as Father, Son, and Holy Spirit. We experience God as the Creator of the universe, nurturing and sustaining us through our lives. This same God redeems us through our Savior, Jesus Christ. Finally, we know God as the Holy Spirit who calls to us in our hearts. This is the witness of the Bible, and is confirmed in our Christian experience.

2. THE BIBLE

It is through the Bible that the only true God has been revealed to us. It is true that we see God through nature, our conscience, the uniqueness of our mind, and history, but supremely we see God through the Bible. In the Old and New Testaments we are able to see His purpose for us all. We acknowledge the Bible as the written Word of God in which we see what God has done and said. It further reveals His righteous judgment and love. All of this reaches its summit in Christ. We know the Spirit of God inspired the writers of the Bible and will speak to the reader of Scriptures as each strives to learn the truth about His salvation. The Bible calls each person to be obedient to the Gospel. To those tho have been diligent and sincere in study of the Gospel, it is the only authority and guide for faith and life.

3. THE GOVERNMENT AND SACRAMENTS OF THE CHURCH

The Presbyterian Church patterns itself in government of scripture. It has a representative form of government by elders (Presbyters). Final authority is invested in the people who are members of the Church, but is delegated by them to their chosen representatives. These elders govern only in courts of regular gradation. The visible church is made up of those who profess their faith in Jesus Christ, together with their children.

It was Jesus Christ who gave the Church the sacraments of Baptism and the Last Supper. This He did through the apostles as visible signs and assurances of the Gospel.

By the symbolic use of water, Baptism sets forth the cleansing and regenerating love of God through the work of the Holy Spirit. We are assured in this sacrament, as are our children, that we are part of the covenant family of God, and we are accepted into fellowship, publicly, with Christ and His Church.

As we partake in the Lord's Supper, bread and wine are used symbolically to set forth the death of Christ for our salvation. In the Lord's Supper we meet the risen Savior who gives Himself to us. He does this because we are willing to receive in faith the bread and wine. This is for the nourishment of our Christian Life. This assures us of His forgiveness. This assures us of His love. With these assurances we are able to renew our dedications and unite in fellowship with all the people of the covenant. When we ask, "Who may partake of the Lord's Supper?", we answer, "All who publicly profess Jesus Christ as Lord and Savior as members of the Church, and who come in penitence and faith."

c. Mr. Davidian was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF WILLIAM JONES

ACTION:

17. Presbytery approved the committee and floor examination of William Jones in accordance with Book of Order G-11.0402.

    a. The Reverend William Jones was received into Salem Presbytery from Charlotte Presbytery, pending receipt of his Certificate of Dismissal, to accept the call of the Reid Memorial Presbyterian Church of Mooresville, North Carolina, as Pastor (Part-Time) effective August 1, 1994.

    b. His credo which follows was approved:

    GOD: I believe in God (yah weh); in the sovereignty of God and God's power; as the Father Almighty, maker of heaven and earth; for the sake of Jesus Christ, His Son, Saviour, and Reconciliator; with complete trust, faith, belief and confidence; the only living and True God who is infinite in being and perfection.
    JESUS CHRIST: I believe in the "Lordship of Jesus Christ"; as God, Incarnate, Truly God and Truly Human; in Christ the Kingdom of God is fully present among us fulfilling the work of reconciliation by His death on the cross; taking our sentence of death for sin upon Himself, Christ is Mediator between God and Humanity; God raised Christ from death; the Resurrection displaying God's sovereignty over creation.

HUMAN NATURE: I believe humans are created in the image of God; we are finite creatures, chosen by God to be God's children, not because of any noble qualities or good works inherent in us, but because God is graceful and merciful. We reflect the image of God insofar as we are in obedience to the will of God. Although made in the image of God, we have fallen; and we, like all humankind before us, sin in our refusal to accept God as sovereign. Rebelling against the will of God, we thrust God from the center of life, rejecting divine control of human life and the universe. From this arises every sin or outright violation of the will of God.

HOLY SPIRIT: I believe in the Holy Spirit, the third person in the Trinity, proceeds from the Father and the Son, of the same substance and equal in power and glory; is Lord and Giver of Life; being the only efficient agent in the application of redemption; by the indwelling of the Holy Spirit all believers being united to Christ who is the Head, are united one to another in the Church, which is His body.

THE TRINITY: I believe God is revealed in the three persons, God, (yah weh), Jesus Christ and the Holy Spirit; this threefold revelation manifests the true nature of God. God is personal and He reveals Himself as the Trinity; it is the witness of the Scriptures, that the God who creates and sustains us is the God who redeems in Christ and the God who works in our hearts as the Holy Spirit.

THE BIBLE: I believe the Bible is the authoritative Word of God; it is the means through which God is revealed; a guide for persons and the Church to learn how we are to live as Christians. In scripture, we come to know God and God's will for us; Scripture convicts us for our sins, tells us of God's offer of Forgiveness and Grace and guides our lives as Disciples of Jesus Christ.

THE SACRAMENTS: I believe the Sacraments of the Church; Baptism and The Lord's Supper, were instituted by Jesus Christ. These sacraments are visible signs and assurances of the Gospel. Baptism sets forth the cleansing and regenerating love of God through the work of the Holy Spirit; with the assurances that we are members of the covenant family of God and are publicly accepted into fellowship with Christ and His Church. Through Baptism, we die to sin and are raised to new life as God's adopted children. The Lord's Supper sets forth the death of Christ for our salvation; we are invited to have communion with the risen Christ, who gives Himself to us as we receive in faith the bread and wine for the nourishment of our Christian life; being assured of His forgiving and sustaining love, we renew our dedication and enjoy fellowship with the whole people of God.

c. Presbytery approved the establishment of a Pastoral relationship between William Jones and the Reid Memorial Presbyterian Church effective August 1, 1994; approved the following Terms of Call; and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g.) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$9,345.00
Housing Allowance	3,027.50
Automobile Allowance	1,470.00
Educ./Book Reimbursement	91.88
Benefits Plan	4,537.28
Study Leave Reimbursement	288.75
Vacation	Four weeks
Study Leave	Two weeks

d. The following Administrative Commission was appointed to install him as the Pastor of the Reid Memorial Presbyterian Church on August 7, 1994, at 4:00 p.m. at the Reid Memorial Presbyterian Church of Mooresville, North Carolina.

NAME	RESPONSIBILITY	MINISTER/ELDER
Michael Warren	Preside & Propound the Constitutional Questions	Minister
James Thomas (Guest)	Preach the Sermon	Minister
James Thomas (Guest)	Charge the Minister	Minister
Ivan Lowery	Charge the Congregation	Minister
James Dickens	Lead in Worship	Minister
S. Edwin Lewis	Lead in Worship	Minister
Mae H. Byers	Lead in Worship	Elder
Phyllis Chambers	Lead in Worship	Elder
Johnny Wallace (Guest)	Lead in Worship	Minister

e. Mr. Jones was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

COMMITTEE ON MINISTRY

Ann Jahnes/Jim Rissmiller Co-Moderators

Ministers Moving Within the Presbytery

ACTION:

18. The call of Centre Presbyterian Church of Mt. Mourne, North Carolina, to The Reverend Robert Howard to serve as Pastor was found in order and approved. Presbytery approved the following Terms of Call, and the Call was placed in his hands. The Committee On Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is September 1, 1994.

Salary	$25,000.00
Manse Provided	
Furnishings/Utilities	3,000.00
Social Security Equivalent	2,835.00
Continuing Education	858.00
Benefits Plan	10,132.00
Automobile Allowance	2,800.00
Vacation	Four weeks
Study Leave	Two weeks

The following Administrative Commission was approved to install him as Pastor of the Centre Presbyterian Church on September 18, 1994 at 4:00 p.m. at Centre Presbyterian Church, Mt. Mourne, North Carolina.

NAME	RESPONSIBILITY	MINISTER/ELDER
John Robinson	Preside & Propound the Constitutional Questions	Elder

Shawn Barkley	Preach the Sermon	Minister
Russ Ritchel	Charge the Minister	Minister
Steve Kivett	Charge the Congregation	Minister
Paul Morgan	Lead in Worship	Elder
Holly Hayes	Lead in Worship	Minister

Interim Pastor Relationships

ACTIONS:

19. The call of Memorial Presbyterian Church of Greensboro, North Carolina, to The Reverend Jeffrey Dee Smith to serve as Interim Pastor from June 1, 1994, through May 31, 1995, was found in order and approved.

20. The Interim relationship between The Reverend George Carpenter, and the Guilford Park Presbyterian Church was renewed for a seven-month period from June 1, 1994, to December 31, 1994.

Dissolution of Pastoral Relationships

ACTIONS:

21. The pastoral relationship between The Reverend James H. Grant and the First Presbyterian Church, Lexington, North Carolina, was dissolved effective June 30, 1994, to permit Mr. Grant to accept a call as Pastor of Tazewell Presbyterian Church in Tazewell, Virginia.

22. The pastoral relationship between The Reverend John E. Eliason and the Piedmont Presbyterian Church, Burlington, North Carolina, was dissolved effective June 30, 1994, due to his having become disabled.

23. The associate pastor relationship between The Rev. Robert M. Howard and the First Presbyterian Church, Statesville, was dissolved effective September 1, 1994, in order for him to accept the position of Pastor of the Centre Presbyterian Church of Mt. Mourne.

Ministers Transferring to Other Presbyteries

ACTIONS:

24. The Reverend James H. Grant was dismissed from Salem Presbytery to Abingdon Presbytery to accept the call of the Tazewell Presbyterian Church, Tazewell, Virginia.

25. The Reverend Ann Hoch Cowdery was dismissed from Salem Presbytery to New Hope Presbytery.

Requests to Labor Outside the Bounds of Salem Presbytery

ACTIONS:

26. The Reverend William Morrison was granted permission to labor outside the bounds of Salem Presbytery in order to labor inside the bounds of Charlotte Presbytery and Western North Carolina Presbyteries, pending their request.

27. The Reverend Leighton Culler was granted permission to labor outside the bounds of Salem Presbytery in order to labor inside the bounds of South Louisiana Presbytery to serve as Interim Pastor of Saint Charles Avenue Presbyterian Church, New Orleans, Louisiana.

28. The Reverend Jim Shields was granted permission to labor outside the bounds of Salem Presbytery in order to labor inside the bounds of Glacier Presbytery in Montana. He will be designated as MAL.

29. The Reverends Robert and Dusty Fiedler were granted permission to labor outside the bounds of Salem Presbytery at St. Andrews Church, Edinburgh, Scotland.

Request to Labor Inside the Bounds of Salem Presbytery

ACTIONS:

30. Virginia Purvis-Smith, a member of New Hope Presbytery was granted permission to labor inside the bounds of Salem Presbytery to do chaplain residency at North Carolina Baptist Hospital.

31. The Reverend Alistair Keil, ordained by the Church of Scotland, was granted permission to preach and celebrate the sacraments inside the bounds of Salem Presbytery at Clemmons Presbyterian Church.

Appointment of Moderator of Session

ACTIONS:

32. Pending the ordination and installation by Presbytery of Jeffrey James Falter, **The Reverend Charles Fitzpatrick** was appointed as Moderator of the Session at the **Dogwood Acres Presbyterian Church,** Asheboro, North Carolina.

33. **The Reverend Larry Ayers** was appointed as Moderator of the Session of the **Spencer Presbyterian Church,** Spencer, North Carolina.

34. **The Reverend Curtis Patterson** was appointed as Moderator of the Session of the **First Presbyterian Church, Lexington, North Carolina.**

ACTIONS:

35. The attached changes in terms of call were approved. (See Appendix F, pp. 195.)

36. The attached Salem Presbytery Categories for Compensation Minimums for Pastoral Ministry were approved. (See Appendix G, pp. 196-197.)

37. The Salem Presbytery Compensation Minimums for Full-Time Pastoral Ministry for 1995 were resubmitted to the Committee on Ministry for communication with sessions of small churches and with the Small Church Support Committee to determine its impact upon those bodies. The Committee on Ministry was instructed to make its presentation to the September 8 meeting of Council for its approval to be reported to the October meeting of Presbytery.

REPORT OF SYNOD COMMISSIONERS

Two commissioners presented an overview of the 208th meeting of the Synod of the Mid-Atlantic which was held June 23-25, 1994, at Davidson College. Bob Freeman reported that the principal focus surrounded the proposed restructure of Synod. He gave a quick presentation on the new structure. He noted that the Standing Committee for Mission, which was assigned responsibility for bringing a recommendation to the Synod Assembly, proposed a new outline of an organizational concept. That Committee will remain operational for six months to develop a new structure and present that proposal to a reconvened Synod in January. Thus, the Synod Assembly was adjourned for a six-month period. Bill Lawrence reported on his insight into what was marked with an undercurrent of division and distrust along racial ethnic lines. He noted that we must learn how to handle disagreement without being disagreeable. A third written report was also received which supported the positions taken by the two commissioners who reported to Presbytery.

HUNGER COMMITTEE
Barbara Clawson, Moderator

Lib McPherson introduced Dr. Kazadi from Zaire who addressed the meeting and thanked Salem Presbytery for its support.

EVANGELISM COMMITTEE
Robert Howard, Moderator

Robert Howard reminded the Presbytery of the Evangelism Workshop being held on Saturday, September 24, 1994, from 9:00 a.m. to 3:00 p.m. at the Parkway Presbyterian Church in Winston-Salem. Framed certificates were presented to First Presbyterian Church in Statesville, Bethel Presbyterian Church in McLeansville, and Parkway Presbyterian Church in Winston-Salem in recognition of these churches' commitment to evangelism.

NOMINATING COMMITTEE
Ed Mack, Moderator

ACTION:

38. Salem Presbytery elected the following persons to fill the vacancies in the Synod of the Mid-Atlantic structure as stated:

Representation

Class of '97

Rev. E. B. Freeman (High Point St. Paul)

Speer Fund

Class of '97

Rev. David Leininger (Greensboro St. Paul)

ACTION:

39. Salem Presbytery elected the following persons to fill the vacancies in the Presbytery structure as stated:

Camp Grier

Class of '94

Bernice Heaggans (Mt. Tabor) replaces Rev. Guy Hunt

Class of '94

Herbert Henderson (Thomasville First) replaces Phifer Johnson

Camp New Hope/Presbyterian Point

Class of '94

Joseph Covington (Hawfields)

Communications

Class of '96

Fred Teague (High Point First) replaces Graham Smith

Council

Class of '96

Hal McNeely (Boone First) replaces Suzanne Thomasson

Criminal Justice

Class of '95

Rev. Bill Stephens (Elon College Trinity) replaces Rev. Michael Askew

Examinations

Class of '94

Margaret McKnight (Buffalo) replaces Cecelia Montague

Hunger

Class of '94

Evelyn Terry (Dellabrook) replaces Rita Taggert

Class of '96

Elaine Buie (Church of the Cross) replaces Georgia Henry

International Missions

Class of '96

Miles Croom (Lexington First) replaces Robert Pittard

Ministry

Class of '95

Dr. Jung Kim (Korean First) replaces Margaret Elliott

Class of '96

Rev. Ivan Lowery (Mt. Vernon, Mocksville Second, (Cameron) replaces Thomas Leach

Personnel

Class of '94

Rachel Wiles (Crestwood)

Preparation for Ministry

Class of '95

Rev. Russ Ritchel (Winston-Salem First) replaces Rev. David Daniel

Class of '96

Rev. Chris East (Buffalo) replaces Rev. Z. N. Holler

Racial Ethnic

Class of '94

Dr. Charles Kim (Korean First) replaces Rev. Paul Ryoo

Resource

Class of '95

Jonette Powell (Spencer) replaces Martha Nichols

Class of '96

Adnee Bradford (St. James)

Class of '96

Rumell Stevens (Highland)

Spiritual Formation and Enrichment

Class of '94

Rev. Jonathan Barker (Member at Large) replaces Rev. Frank Allen

Women's Ministry

Class of '94

Rev. Kathryn Cameron (Greensboro First) replaces Margie Thomas

Class of '95

Rev. Linda Blessing (Hills and Pine Ridge) replaces Mary Coley

Class of '95

Rev. Gail Nelson (Campus Ministry) replaces Ms. Moore

Remaining Vacancies

Church Development Division Moderator

__________________ replaces Rev. Herb Nelson

Communications Moderator

____

Educational Ministry

Class of '96

__________________ replaces Margot Jolly

Goals and Evaluations
Class of '95
____________________ replaces Rev. Jimmy Grant

Outdoor Ministries Division
Class of '96
____________________ replaces Rev. Wyatt Aiken

Personnel
Class of '96
____________________ replaces Fred Tatum

Preparation for Ministry
Class of '94
____________________ replaces Annie Bates

Racial Ethnic
Class of '95
____

Social Justice
Class of '96
____________________ replaces Rev. Stimp Hawkins

REPORT OF THE STATED CLERK

SESSIONAL RECORDS REVIEW

118 Churches presented their 1993 records for review at workshops held in May and June. 109 were approved and 9 were approved pending corrections or additions.

Those Approved included:

Alamance, Allen Temple, Asbury, First (Asheboro), Bethany (Graham), Bethany (Statesville), Bethel, Bethesda (Ruffin), Bethesda (Statesville), Beulah, First (Boone), First (Boonville), Buffalo, First (Burlington), Calvary, Church of the Covenant, Church of the Cross, Clemmons, Collinstown, Community in Christ, Concord, Cooleemee, Covenant, Crestwood, Cross Roads, Danbury Community, Dellabrook, Dogwood Acres, First (Eden), El Bethel, Elkin, Elmwood, Faith, Fellowship, Fieldstone, Flat Rock, Forest Hills, Francisco, Franklin, Freedom, Glendale Springs, Grace, Graham, First (Greensboro), Greenwood, Griers, Guilford Park, Gulf, Hawfields, First (High Point), Highland, Hills, Jamestown, John Calvin, Lansing, First (Lexington), Second (Lexington), Lloyd, Logan, Love Valley, Madison, Mebane, First (Mocksville), First (Mooresville), First (Mt. Airy), Mount Jefferson, Mount Tabor, Mount Vernon Springs, New Creation, North Wilkesboro, Old Town, Parkway, First (Pilot Mountain), Pittsboro, Pleasant Grove, Prospect, First (Reidsville), First (Salisbury), Sandy Ridge, Shady Side, Shallowford, Shiloh (Burlington), Shiloh (Statesville), Siler City, Smyrna, Sparta, Speedwell, Spencer, Springwood, St. Andrews, St. James, St. Paul (Greensboro), St. Paul (High Point), Starmount, Stony Creek, Tabor, Third Creek, Thyatira, Trinity (Elon College), Trinity (Winston-Salem), Unity, Vandalia, Wentworth, Westminster (Burlington), Westminster (Greensboro), Whispering Pines, First (Winston-Salem), Yadkin United, Yanceyville.

Those Approved, Pending included:

Edward Webb, Forest Park, Glenwood, Laurel Fork, Memorial, New Salem, Sedgefield, First (Thomasville), Trinity (Salisbury).

Those Not Presented included:

Baird's Creek, Bixby, Cameron, Centre, Cleveland, Clio, Ebenezer, Fairmont, Fifth Creek, Hope View, Immanuel, Joyce, First (Kernersville), Korean First, Little Joe's, Milton, Second (Mocksville), Mount Vernon, Oakland, Oakview, Old Providence, Peak Creek, Piedmont, Pine Hall, Pine Ridge, Randolph, Red House, Reid Memorial, Riverview, Rumple Memorial, Second (Salisbury), Southminster, First (Statesville), Stoneville, Taylorsville, Yadkinville.

1992 Records Presented:

Griers (Approved, Pending)
Pine Hall (Approved, Pending)
Pleasant Grove (Approved)
Yadkin United (Approved)

SALEM PRESBYTERY ANNUAL STATISTICAL REPORT - Year ending December 31, 1993

142 churches reported complete statistical information for the year ending December 31, 1993.

An additional 2 churches reported membership figures only:

Crestwood
Peak Creek

The following churches made no report:

Beulah
First (Boonville)
Danbury Community
Ebenezer
Fairmont
Hope View
Laurel Fork
First (Mt. Airy)
Oakview
Red House

MEMBERSHIP

Active Members	**37,404**

Gains		Losses	
Profession of Faith		Certificate	743
17 & Under	366	Death	493
18 & Over	453	Other	1,087
Certificate	868	Total Losses	2,323
Other	1,528		
Total Gains	1,828	Net Losses	495

Baptisms	
Infant	463
Adult	123

FINANCES

Receipts	
Contributions	$20,937,793
Capital & Building Funds	3,423,225
Investments Income	1,056,367
Bequests	806,357
Other	1,156,450

Expenditures	
Local Program	$ 6,793,446
Local Mission	1,279,318
Capital Expenditures	4,220,928
Investments	531,501
Validated Mission	1,678,832
Other Mission	1,850,770
Ending Balance	$12,322,615

REMOVAL OF INQUIRER

The Preparation for Ministry Committee has indicated that Margaret Crowell has been removed from the roll of Inquirers. I am reporting this action in accordance with the requirements of the Book of Order.

ADJOURNMENT AND BENEDICTION

There being no further business, the Twenty-Third Stated Meeting of Salem Presbytery was adjourned with prayer by Moderator W. Erwin Fuller, Jr. at 5:00 p.m. The next Stated Meeting of Salem Presbytery will begin at 9:00 a.m. on Tuesday, October 25, 1994, at a location to be announced.

Attested:

John M. Handley

John M. Handley
Stated Clerk

APPENDIX A

SALEM PRESBYTERY
TWENTY-THIRD STATED MEETING
GRAHAM PRESBYTERIAN CHURCH
GRAHAM, NORTH CAROLINA

DOCKET

July 16, 1994

***Denotes Order of the Day**

8:00	Registration and Refreshments	
8:45	Hymn-Sing	
*** 9:00**	**CALL TO WORSHIP AND COMMUNION** Preacher: The Reverend David Cameron	
10:00	ORGANIZATION OF THE PRESBYTERY Quorum Docket and Omnibus Motion Welcome Moderator's Welcome to any corresponding members present and elders attending Presbytery for the first time Greeting from Ecumenical Visitor The Reverend Dr. Rollin Russell United Church of Christ Communications	*Moderator Erwin Fuller*
10:25	COUNCIL	*Murray White*
10:35	INTERNATIONAL MISSION COMMITTEE Introduction of Hsinchu Presbytery (Taiwan) visitors	*Christie Leininger*
10:50	CAREER & PERSONAL COUNSELING SERVICE	*Sue Setzer*
11:00	RECOGNITION OF SALEM MODERATORS	*John Handley*
11:05	YOUTH MINISTRY COMMITTEE	*Mike Poulos*
***11:10**	**GA COMMISSIONERS REPORT**	
11:35	GRANDFATHER HOME	*Jim Swinkola*
***11:40**	**PREPARATION FOR MINISTRY COMMITTEE**	*Jean Rodenbough*
12:05	"MISSION TOOLS FOR GOD'S PEOPLE" WORKSHOP	*Lib McPherson*

***12:10**	**BRENTWOOD CHURCH COMMISSION** 10 min. - Commission 10 min. - Concerned Former Members	*Bill Sosebee*
***12:30**	**LUNCH**	
1:15	PRAYERS OF INTERCESSION/DEDICATION OF 2¢-A-MEAL/PENNIES	*Hank Keating*
1:20	SERMON OF CANDIDATE FOR ORDINATION Jeffrey James Falter	
1:40	BUDGET AND FINANCE COMMITTEE	*Richard Orr*
1:55	PATHWAYS	*Rebecca McKee*
*** 2:05**	**SYNOD COMMISSIONERS REPORT**	
2:25	PERSONNEL COMMITTEE Katy Reed's Triennial Review and New Term Recommendation	*Ed Lewis*
2:30	HUNGER COMMITTEE - Dr. Kazadi (Zaire)	*Lib McPherson*
2:35	EVANGELISM COMMITTEE	*Robert Howard*
*** 2:40**	**EXAMINATIONS COMMITTEE**	*Russ Ward*
	COMMITTEE ON MINISTRY	*Ann Jahnes/Jim Rissmiller*
3:50	NOMINATING COMMITTEE	*Sam McGregor*
3:55	STATED CLERK REPORT	*John Handley*
*** 4:00**	**ADJOURNMENT**	

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
July 16, 1994

A. Supporting information on minister changes:

1. To other presbyteries

   - James H. Grant - to Abingdon Presbytery

   - Ann Hoch Cowdery - to New Hope Presbytery

2. From other presbyteries

   - Ares Davidian - to Interim Minister at Bethesda Church (Ruffin), from Lackawanna Presbytery

   - Jeffrey James Falter - Candidate, called to Dogwood Church as Pastor, from National Capital Presbytery
     - Call Forms
     - Ordination/Installation Commission
     - Indication of readiness to receive a call from COPM, National Capital Presbytery

   - David Christian Heil - called to North Wilkesboro Church as pastor, from Miami Presbytery
     - Call Forms
     - Installation Commission
     - Letter from Miami Presbytery Stated Clerk

   - William Jones - called to Reid Memorial Church as part-time pastor, from Charlotte Presbytery
     - Call Forms
     - Installation Commission

   - Angus Walker McGregor - to Interim Minister at Madison Church, from Middle Tennessee Presbytery

   - Erich W. Thompson - called to Starmount Church as Associate Pastor, from New Hope Presbytery
     - Call Forms
     - Installation Commission

3. Within presbytery

   - Cynthia R. Higgins - called to Westminster Church (Greensboro) as Associate Pastor
     - Call Forms
     - Installation Commission

   - Robert M. Howard - called to Centre Church as Pastor
     - Call Forms
     - Installation Commission

Reference: Committee on Ministry

B. Minutes of Ordination/Installation Commissions

1. Joel M. Long
2. Dan Thornton

Reference: Committee on Ministry

C. Application to be Received as a Candidate

1. Ruth Ann Lenger

Reference: Preparation for Ministry Committee

D. Resolution of Inclusivity from the Yadkinville Presbyterian Church

Reference: Stated Clerk

E. Letter from Lee and Shirley Harrington regarding retirement service with Ben Kirkland.

Reference: Stated Clerk

F. Letter from Presbyterian Committee on the Self-Development of People, Louisville, KY, announcing the establishment of a partnership between the Presbyterian Committee on the Self-Development of People and the Dalton Homes Tenant Association on behalf of the Church.

Reference: Stated Clerk

G. Letter from the Office of the General Assembly regarding the General Assembly's action on Salem Presbytery's Overture 94-99 On Appointing a Committee to Examine the Means by Which Presbyterian Women Can Be Moved in the Organizational Structure to Congregational Ministries Division. The Overture was disapproved.

Reference: Stated Clerk

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Presbytery received and admitted to the record the following Minutes of Administrative Commissions appointed to ordain/install ministers.

INSTALLATION OF JOEL M. LONG AS PASTOR OF FIRST PRESBYTERIAN CHURCH, EDEN

The Commission appointed by Salem Presbytery to install Joel M. Long as Pastor of First Presbyterian Church, Eden, NC, met at First Presbyterian Church on May 15, 1994, at 10:45 a.m. The meeting was called to order by Mike Warren. The prayer was offered by Mike Warren. The following members were present: Ministers Ed Brammer, Molly Morgan, Mike Warren; Elders Jack Dyer and Jim Eggleston. Mike Warren was elected Moderator and Jim Eggleston, Clerk of the Commission. Guest minister Bill Lowe of Western North Carolina Presbytery and guest elder Keith Long, Jr. of First Presbyterian Church, Cherryville, of Western North Carolina Presbytery were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 11:00 a.m., the Moderator presiding. Bill Lowe preached the sermon using as his text Acts 1:21-26 and his topic, "Now This Is Some More Way To Call the Pastor." Mike Warren propounded the constitutional questions to the minister. Jack Dyer offered the prayer of installation. Joel M. Long was declared duly installed as Pastor of First Presbyterian Church, Eden, according to the Constitution of the Presbyterian Church (U.S.A.). Ed Brammer charged the Pastor, and Molly Morgan charged the congregation.

Joel M. Long, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Ed Brammer.

INSTALLATION OF DAN M. THORNTON AS PASTOR OF SECOND PRESBYTERIAN CHURCH, SALISBURY

The Commission appointed by Salem Presbytery to install Dan M. Thornton as Pastor of Second Presbyterian Church, Salisbury, NC, met at Second Presbyterian Church on May 1, 1994, at 2:30 p.m. The meeting was called to order and opened with prayer by John Handley. The following members were present: Ministers Malcolm Bullock, Larry Summey, John Handley; Elders Larry Freeze, Renee McCathren, Dwight Messinger, and Jonnette Powell. John Handley was elected Moderator and Jonnette Powell, Clerk of the Commission. George Hutchins of Western North Carolina Presbytery was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 3:00 p.m., the Moderator presiding. George Hutchins preaches the sermon using as his text John 1:1-4 and John 21:25 and his topic, "Wonderful Words." John Handley propounded the constitutional questions to the minister. Larry Summey offered the prayer of installation. Dan M. Thornton was declared duly installed as Pastor of Second Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.) Malcolm Bullock charged the Pastor, and Dwight Messinger charged the congregation. The Lord's Supper was celebrated.

Dan M. Thornton, the newly installed Pastor pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by John Handley.

APPENDIX D

Timeline of Salem Presbytery Contacts with Brentwood Presbyterian Church (High Point) Leading to the Dissolution of the Church and Other Related Matters

1991-92 Through its Church Development Committee, Presbytery entered a series of studies, evaluations and recommendations regarding possible relocation, merger, or other options available to the Brentwood Church. On April 26, 1992, the Brentwood congregation voted to sell the church and manse and relocate. There were extensive demographic studies and conversations which included the Randolph Church session. The Church Development Committee, working with the Brentwood Session, could not discover a faithful, viable way to recommend relocation or merger. This was a painful time for all concerned.

On November 22, 1992. the Brentwood congregation voted to ask Presbytery to dissolve the church.

On February 2, 1993, Representatives of the Church Development Committee met with the Brentwood Session: 1. to receive recommendations concerning members for an Administrative Commission to dissolve the church; 2. to hear a written opinion from the Presbytery Stated Clerk concerning Presbytery's role in the selling of the property and disposition of the proceeds (Attachment A); and 3. to hear tentative plans of the Session concerning the sale of the property and distribution of the proceeds.

On February 6, 1993, at the recommendation of the Church Development Committee, Salem Presbytery appointed an Administrative Commission composed of Elder Bob Oates (Lexington First Church), Elder Marsha Hooks (Community in Christ), Rev. Mac Foust (retired), Rev. Shawn Barkley (Pastor, Crestwood Church), Rev. Scott Woodmansee (Pastor, High Point First Church), Rev. Steve Hundley (Pastor, Prospect Church), Elder Bill Hylton (High Point First Church), and Rev. Bill Sosebee (Pastor, Lexington Second Church). They were commissioned by Salem Presbytery "...to approve the sale of the real estate and to handle any related matters including Brentwood's recommendations as to the approval of the disbursements of the proceeds of the sale." (2/6/93 Salem Minutes)

The Commission organized itself on April 4, 1993, with Bob Oates, Moderator. The Commission met with the Brentwood Session on September 7, 1993, to hear progress of negotiations with the Oak Grove Mission Baptit Church to buy the Brentwood property. They also presented ideas about the congregation's wishes regarding the disbursement of the remaining funds of the church and the proceeds of the sale. The Commission participated in the discussion, but did not meet separately from the Brentwood Session and took no action. No Commission minutes were taken.

The Brentwood Congregation met September 12, 1993, and approved the following list of recipients of the funds:

1.	Dr. Bill Wrenn (Includes salary, major medical and pension)	$108,000.00
2.	High Point University - scholarship in our name	20,000.00
3.	John Wesley College - scholarship in our name	20,000.00
4.	GTCC - nursing scholarship in our name	20,000.00
5.	Barium Springs Home for Children	60,000.00
6.	Hospice of the Piedmont (Building project, room in our name)	50,000.00
7.	Open Door Shelter	10,000.00
8.	Urban Ministry	10,000.00
9.	Any money left over after we pay all of the church expenses would be divided, giving 25% of the remainder to each of the following: Special Olympics, Mobile Meals, Hospice of the Piedmont, Barium Springs Home for Children	

On September 15, 1993, Bob Oates, Moderator, addressed a letter to the Commission which described the main items discussed at the September 7, 1993, Session meeting. He stated: "Since we seemed comfortable with these recommendations at our meeting, we will proceed with the preparation of the necessary documents." (Attachment B) A copy was sent to at least the two Trustees of Brentwood named in the letter.

At the suggestion of the Administrative Commission, Mr. David L. Maynard, a High Point attorney representing Brentwood Church in the property sale, sent a letter to Mr. Owen Cooke, a Greensboro attorney, requesting him to draft a Trust Agreement to complete the sale. Mr. Cooke had helped Presbytery previously on legal matters. However, upon receipt of Mr. Maynard's request, Mr. Cooke indicated he was unable to help because of his present commitments. Mr. Steve Pharr, a Winston-Salem attorney and minister member of Salem Presbytery was then asked to assist in negotiations on the Trust Agreement with Mr. Maynard.

Several members of the Commission attended the November 7, 1993, Celebrating Closing Worship at Brentwood Church. Moderator Oates declared the church dissolved.

The Commission met November 11, 1993. This was the first officially constituted meeting of the Commission since its earlier organizational meeting. There was discussion of the sale which included the congregation's suggestions for disbursement of the funds. There was difference of opinion concerning the latter. No minutes were kept of this meeting.

On November 16, 1993, Bob Oates tendered his resignation from the Commission. This was followed on November 18, 1993, by the resignation of Bill Hylton. Presbytery Moderator Cindy Higgins added the name of minister John Milholland of Statesville to the membership of the Commission.

On November 20, 1993, at the suggestion of our attorney, Steve Pharr, a letter was addressed to Keith Clark of the Brentwood Session by John Handley (ATTACHMENT C). The letter sought to clarify authority and reduce confusion while the Commission reorganized and regained its grasp on its responsibilities. Keith Clark and John Causey responded by letter on November 25, 1993, indicating the high level of confusion and conflict existing between the representatives of Brentwood, the Commission and its two now resigned members.

The Administrative Commission met November 30, 1993. It elected Bill Sosebee as Moderator and Marsha Hooks as Secretary. It approved the sale of the Brentwood furnishings and property to the Oak Grove Missionary Baptist Church for $278,800 (including a Deed of Trust carried by Salem Presbytery in the amount of $67,500).

Over the following months, the Commission met several times to complete the sale, hear, discuss and act upon the recommendations of the Brentwood congregation concerning the disposition of the remaining funds. It has been a period of difficult interchanges and hard feelings of a number of the former Brentwood members toward the Commission. The communication has been hampered by the slowness of turning over Brentwood records and financial assets to the Commission. Dr. Wrenn has declined several attempts by the Commission and the Stated Clerk of Presbytery to discuss or negotiate the best way to handle the monetary grant to him. The Commission believes it had a better suggestion for Dr. Wrenn's benefit, but it involved his cooperation to explore.

The Commission's actions in regard to the disposition of the remaining Brentwood funds is contained in the action which follows:

* * * * * * * * * * *

Decision of Brentwood Administrative Commission
Concerning Disposition of Remaining Assest of the Brentwood Presbyterian Church (Dissolved)

The Brentwood Church Administrative Commission was granted the powers of Salem Presbytery on February 6, 1993. The Commission was authorized "to dissolve the church at the request of the Brentwood Congregation, to approve the sale of the real estate and to handle any related matters including Brentwood's recommendations as to the approval of the disbursements of the proceeds of the sale." The Commission was composed of Elders Bob Oates, Moderator, Marsha Hooks, Bill Hylton, and Ministers Mac Foust, Shawn Barkley, Scott Woodmansee, Steve Hundley, and Bill Sosebee.

The Brentwood Session, two former Trustees and the Treasurer, as well as, the former minister, and several interested persons have been consulted in the process of these decisions. Mr. Keith Clark and Mr. John Causey have been particularly helpful in the sale of the property to the Oak Grove Baptist Church of High Point for $201,432 with an additional $67,500 still due from a Deed of Trust by February 28, 1995. The Commission and the former members experienced considerable frustration over the slowness of the legal process of the sale. Additional assets of the church amounted to 44,753.48. A total of $246,185.78 has been received. $67,500 is still anticipated through the Deed of Trust Agreement with Oak Grove Baptist Church. The total of $313,685.78 is potentially available.

The Commission has sought to be faithful to the spirit of the expressed wishes of the Brentwood congregation, as well as, to the whole church in making the difficult decisions concerning the disposition of the remaining assets of Brentwood Church. This has been a painful task. There have been a variety of sometimes conflicting ideas and wishes concerning the uses of the money involved. Both former Brentwood leaders and the Commission have spent hours in discussion, struggle, prayer, and negotiation leading up to these decisions.

The church particularly wanted their longtime, faithful pastor, the Rev. Dr. William J. Wrenn, Jr., to be honored and supported for his contributions to the life and ministry of Brentwood. Since he is now 62 years old and has a history of heart trouble, they wished to tangibly express their appreciation, concern, and affection with a significant monetary gift toward his retirement. The Commission granted up to $800 to Dr. Wrenn to employ a financial adviser of his choice to formulate a plan to allow him to maximize the benefits in receiving and using an additional $70,000 grant in honor of his faithful service to Brentwood Church.

Even though it was not recommended on the Brentwood congregation's list, the Commission also established a Brentwood Church Development Endowment Fund. The proceeds of this fund will be used for new church development, primarily for helping to pay the salary of a new church development pastor for up to three years. This special fund will be initially granted approximately $124,000 of the remaining assets of Brentwood now available after closing costs. The $67,500 anticipated from the remaining Deed of Trust will also be added to the Brentwood Church Development Endowment (less any unknown additional costs connected with this Commission's responsibilities).

It is the Commission's belief that such an Endowment is appropriate to this church's years of faithful service to the great Head of the Church, Jesus, the Christ, in carrying forward both the Brentwood name and its primary spiritual function, that of sharing the Good News of the Gospel.

The Commission further granted $20,000 to Barium Springs Home for Children, $20,000 to Guilford Technical Community College for a nursing scholarship, $5,000 to the Open Door Shelter of High Point, and $5,000 to the High Point Urban Ministry, to perpetuate the memory and ministry of the Brentwood Presbyterian Church. Each of these, along with the grant to Dr. Wrenn, were among the list of eight (plus) grantees recommended by the Brentwood congregation. The grantees numbered 2., 3., and 6. plus the more general #9 were omitted by the Commission. (Congregational list appears on page 1.)

Grants approved by the Brentwood Administrative Commission from Brentwood Funds

Dr. Bill Wrenn	$ 70,000
plus service of a financial adviser for maximizing use of above funds - up to	800
Church Development Fund - up to	$191,500
Barium Springs Home for Children	20,000
Guilford Technical College (Nursing scholarship)	20,000
Open Door Shelter of High Point	5,000
High Point Urban Ministry	5,000
	$212,300

We believe God called Brentwood Church into faithfulness as a Presbyterian Church in the United States congregation on March 10, 1940. Seeking to continue that same faithful response to God's guidance, the Brentwood congregation requested and Salem Presbytery acted to dissolve the Brentwood Presbyterian Church effective November 7, 1993. For their more than 53 years of witness to Jesus Christ, we give grateful thanks! To the continued witness through the lives of Brentwood members now serving in various churches, we praise God's Holy Name! Through the use of these dollars through the years yet to come, may that witness continue and may God's Name be praised!

* * * * * * * * * *

The Commission appreciates the diligent work of elders Keith Clark, John Causey, and their minister, Bill Wrenn, all of whom served Brentwood for many years. These two elders took the lead and secured the buyer for the Brentwood property. Along with Bill Wrenn, the other session members, and interested members, they worked hard to poll the congregation as to its wishes about how to distribute the assets when the property was sold. They have been diligent and adament about those wishes.

The Commission believes it has not always acted in a timely manner, but faithfully to its commission by the Presbytery. It has been a painful process for all involved. We have sought God's guidance. We have prayed for the continued witness of Brentwood Church and for its former members. We pray that God will bless our actions as the Church moves forward to give God praise.

ATTACHMENT A

DISSOLUTION OF BRENTWOOD CHURCH AND THE SALE OF ITS PROPERTY

In 1983, reunion brought a new Presbyterian Church (U.S.A.) Book of Order. That changed section of the Church's constitution brought one new provision unfamiliar to former Presbyterian Church U.S. churches in the chapter concerning church property. That addition is found in Paragraph 5, "Selling, Encumbering, or Leasing Church Property." The change involves the requirement to seek the written permission of Presbytery for these actions. (See Paper A.) Chapter 8 also allows former PCUS churches to elect to be exempt from Paragraph 5 since it is the only provision of the new property chapter to which such churches were not subject prior to the reunion.

Since 1983, several requests for interpretations of these exemptions as applied to specific actions attempted by former PCUS churches have come to the General Assembly. In 1990, the Assembly addressed "Request 90-14, from the Stated Clerk of the Presbytery of Giddings-Lovejoy, asks whether a church that has elected to take advantage of the exception provided in G-8.0700 may sell all of its real property including the sanctuary and administrative and educational buildings." The answer is contained in the section of the 1990 Minutes numbered 21.180 through 21.188. The answer is clear and succinct: "It is not permissible under the Constitution for a particular church to sell all of its property without the approval of Presbytery." (See Paper B.)

This answer from that section of the Minutes is built on the reasoning that "...all church property is held in trust for the use and benefit of the Presbyterian Church (U.S.A.) (G-8.0201)." This is true for PCUS churches since Section 6.3 of the PCUS Book of Church Order at the time of reunion was nearly identical at that point with Chapter 8 of the present PC(U.S.A.) Book of Order.

Again, to quote from the GA Minutes of 1990, "A particular church operating under the property provisions of the PCUS Book of Church Order does not have the unilateral unrestricted right to dispose of the property in a manner contrary to the beneficial interests of the Presbyterian Church (U.S.A.). (21.183 GA Minutes 1990, P. 244)

That reply to Request 90-14 further states that since property is "held in trust" for the Presbyterian Church (U.S.A.), the particular church, acting as trustee for the denomination, must provide to the PC(U.S.A.) "the maximum benefits of each parcel." Therefore, "for the trustee (church) to determine that the beneficiary Presbyterian Church (U.S.A.) must accept the exchange of the property for money with no continuation of the mission that was supported by that particular piece of property would contravene the church's fiduciary responsibility." (21.185, GA Minutes 1990, P. 244)

The 1990 General Assembly's interpretation of the Constitution concerning the original request of Giddings-Lovejoy Presbytery posed above concludes, "...it is not permissible under the Constitution for a particular church to sell all its property without the approval of Presbytery." (21.188, GA Minutes 1990, P. 245)

A fuller more theological discussion of the property issue, addressing in some detail both theological and legal precedents, is found in the same GA Minutes in Sections 21.242 - 21.269 (GA Minutes, P. 248-252). (See Paper C.) Even though the question is posed in a different form, the issue in that section is very similar, but more specifically addresses long standing PCUS positions regarding church property. The argument again revolves around the meaning of "held in trust" for the benefit of the whole denomination. In Paragraph 21.246, it states: "To provide for the fulfillment of the purposes of a church is the only reason that a church owns property. The relationship of the property of a particular church to the Presbyterian Church (U.S.A.) is simply to support the purposes and mission of the particular church as a part of the Presbyterian church in accordance with the Constitution of the church." (GA Minutes 1990, P. 249)

Brentwood Church cannot sell its entire property and cease to function as a church without the permission of Salem Presbytery. Presbytery must approve the sale and the disposition of any proceeds from such sale before it is closed.

The Presbytery would like to recognize and celebrate the life and ministry of Brentwood Church. Salem would further wish to recognize and celebrate the ministry of the Reverend Mr. William J. Wrenn, Jr. over the last 24 years. Both Brentwood and Bill Wrenn have worked diligently to be faithful to God's call to be a church holding forth the Good News of the Gospel. Together they have provided a constant and lasting source of hope to the many whose lives they have touched as pastor and people. As both congregation and pastor come to a new point in God's time, may they rejoice in their record of faithfulness and enter new endeavors to the greater glory of God.

This is a time of pain. It is also a time to remember the promise of Matthew 28:20, "I will be with you always," and to go on into God's future with heads up, following where God still leads!

An opinion written by John M. Handley, Stated Clerk, Salem Presbytery, for the February 2, 1993, meeting of the Session, Brentwood Presbyterian Church.

ATTACHMENT B

Turlington and Company
Certified Public Accountants

509 East Center Street
Post Office Box 1697
Lexington, North Carolina 27293-1697
Office 704-249-6856
Facsimile 704-246-8697

September 15, 1993

To: Members of the Brentwood Administrative Commission

From: Bob Oates, Chairperson of the Commission

The new date for the closing service at Brentwood Presbyterian Church is Sunday, November 7, 1993 at 3:00 PM. Please ignore the other dates that were suggested.

Enclosed is the suggested distribution of the remaining funds after the closing of Brentwood. This list is as we discussed at our meeting on September 7, 1993. John P. Causey and Keith D. Clark, Sr. have been recommended to us as the two trustees to handle the financial affairs of Brentwood after the closing. Since we seemed comfortable with these recommendations at our meeting, we will proceed with the preparation of the necessary documents.

I will let you know when a draft of the document has been completed.

ATTACHMENT C

SALEM PRESBYTERY

Post Office Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, North Carolina 27012
Telephone (919) 766-3393

November 20, 1993

Keith D. Clark, Sr.
710 Quaker Lane
High Point, NC 27262

Dear Mr. Clark:

I am told by Bob Oates that there is some confusion and conflict over the next steps in finalizing the sale of the former Brentwood Church property and setting up the mechanism for distribution of the proceeds. The matters that are clear at the moment are that the Brentwood Church is now dissolved and the former officers no longer have either legal or ecclesiastical standing. The Presbytery Commission will be meeting on Tuesday evening November 30, at 7:30 p.m. to determine the next steps and to meet with Steve Pharr, who is our legal counsel. That meeting will be held at the First Presbyterian Church of High Point.

The Commission has not yet made any other binding decisions. It is not their intent to be your adversary in making the next decisions about what is to be done and who will have the responsibility of carrying those decisions through. We have run into significant problems involving who can act for the Presbytery in carrying out decisions reached in disbursing any and all of the remaining assets of the former Brentwood Church. Again, it is not the intent of the Commission to be your adversary in these matters. The Commission has, to date, taken no action in regard to the disbursing of any funds generated from the sale of Brentwood's assets. It would be very helpful both to interests of the former Brentwood members and the Presbytery Commission if we could arrange an early meeting with you and Mr. Causey soon after the meeting scheduled for the 30th. Due to the need for the Commission to do some internal reorganization and discussion, it will not be possible to meet with the two of you on that evening. They will be back in touch with you shortly after that meeting.

In the meantime, I must remind you that you have no authority to sell, enter into any contract, or otherwise incumber or dispose of any of the assets of the former Brentwood Church, including, but not limited to, any of it's bank accounts, real or personal property. This reminder is also not intended to be adversarial, but rather to avoid the complications of any illegal actions you might unintentionally take.

There are a number of issues we hope we can resolve amicably. They must, however, be carried out within the constraints of proper, stated procedures of the Presbyterian Church (U.S.A.). Thank you for your patience and determination. The Commission will be back in touch with you.

Sincerely,

John M. Handley, Stated Clerk
Salem Presbytery

copies:
John P. Causey
David L. Maynard
Steve Pharr
Billy Sosebee
William Wrenn
Members of the Salem Presbytery Commission to Dissolve Brentwood Church

BRENTWOOD ADMINISTRATIVE COMMISSION

Minutes, April 4, 1993

Commission:

(P) Bob Oates
(P) Shawn Barkley
Bill Sosebee
(P) Marsha Hooks
Scott Woodmansee
(P) Bill Hylton
(P) Mac Foust
Steve Hundley

The Commission opened with prayer. Introductions were made.

Oak Grove Missionary Baptist Church is still working on a loan with two banks. The only prospects are Southern National and a minority bank from Fayetteville.

Plans call for a distribution of cash remaining from property sale, including settlement with Bill Wrenn. The congregation is making suggestions.

The Commission discussed a ceremony at Presbytery for the closing of Brentwood, April 27 at Burlington, July at Banner Elk, or October at Mooresville. There might also be a local service.

There was discussion of the desire to perpetuate Brentwood Presbyterian name.

There being no further business, the meeting adjourned with prayer.

Bob Oates, notes

BRENTWOOD ADMINISTRATIVE COMMISSION
Minutes, November 30, 1993

The Brentwood Administrative Commission met on Tuesday, November 30, 1993 at First Presbyterian Church, High Point. The convener, Bill Sosebee, called the meeting to order with prayer at 7:30 PM.

Members present were: Shawn Barkley, Mac Foust, Marsha Hooks, Steve Hundley, John Milholland, Bill Sosebee, and Scott Woodmansee.

Also present were John Handley and Steve Pharr.

John Handley reviewed communications and negotiations that have occurred between Brentwood Presbyterian Church, Salem Presbytery, and the Administrative Commission since our last meeting with the Session of Brentwood Church on September 7, 1993. John reported that Commission Moderator Bob Oates and Bill Hylton resigned from the Commission and that Rev. John Milholland has been appointed to the Commission. John submitted to the Commission two communications: 1) a paper written by Bill Hylton that summarizes events from April 26, 1992 to the present, and 2) a letter dated 11/25/93 from Keith D. Clark and John P. Causey of Brentwood Church to John Handley that summarizes events from 2/2/93 to the present. Enclosed with the Clark/Causey letter is their proposed document that would authorize them (only) to disburse all monies resulting from the sale of Brentwood Church's real and personal property out of a special account entitled "Brentwood Presbyterian Church, Trustees' Account."

Motion seconded and approved that Bill Sosebee be elected Moderator of the Brentwood Administrative Commission. Motion seconded and approved that Marsha Hooks be elected Secretary.

Motion seconded and approved that the Brentwood Administrative Commission accept the offer of the Oak Grove Missionary Baptist Church to purchase Brentwood Presbyterian Church's real property for $272,500 and furnishings for $6,300, to be paid as follows: $5,000 earnest money, $206,300 at closing (which will take place as soon as reasonably possible), and $67,500 carried by Salem Presbytery, Inc. with a Deed of Trust due December 31, 1994 on the existing property of Oak Grove Missionary Baptist Church's property in High Point, North Carolina; and further, that we authorize attorney Steve Pharr to draw up the necessary documents to accomplish the sale.

Steve Pharr indicated that, while he will not bill us for his professional work on our behalf since he considers it part of his responsibility as a presbyter, his firm needs to cover the expense of their paralegal/associates' work by billing us for it at the corporate non-profit rate. Motion seconded and approved to authorize Steve to bill Presbytery for the appropriate and necessary legal fees and further, to express our appreciation to Steve for his capable assistance and generosity.

Motion seconded and approved that we communicate our action authorizing the sale of the Brentwood property to Keith Clark and John Causey and additionally, that by this action we have not approved the list of proposed disbursements of the proceeds and that members of the Commission have serious reservations about certain items on the list but no decisions have been made.

Motion seconded and approved that, in order for the Commission to have all the materials we require to wrap up the affairs of the Brentwood Presbyterian Church, we ask John Handley to have Presbytery Office obtain all the appropriate records of Brentwood Presbyterian Church such as the Sessional Records, all rolls and registers, all treasurer's reports, financial records and the checkbooks, and congregational meeting minutes.

There being no further business, the meeting adjourned with prayer at 9:30 PM.

Respectfully submitted,
Marsha Hooks, Secretary

BRENTWOOD ADMINISTRATIVE COMMISSION
Minutes, January 19, 1994

The Brentwood Administrative Commission met on Wednesday, January 19, 1994 at First Presbyterian Church, High Point. The moderator, Bill Sosebee, called the meeting to order with prayer at 7:40 PM.

Members present were: Shawn Barkley, Mac Foust, Marsha Hooks, Steve Hundley, Bill Sosebee, and Scott Woodmansee. Absent was John Milholland.

Also present were John Handley and Steve Pharr.

The minutes of November 30, 1993 were approved.

Regarding the transfer of the Brentwood property to Oak Grove Missionary Baptist Church, Steve Pharr reported that Salem Presbytery's closing attorney is working with the buyer's lender and closing attorney (in the firm of David Maynard) on the loan package and deed preparation and they expect to close in approximately two weeks. David Maynard has told Steve Pharr that his firm is representing the buyer, that he understands that the proceeds are to go directly to Salem Presbytery, and that he is not representing Keith Clark and John Causey and has so informed them.

John Handley reported Council's recommendation to us that we arrange for Rev. Bill Wrenn to receive some sort of stipend from Presbytery until the distribution of Brentwood's proceeds are resolved. He said some funds may be available in the Presbytery operating budget on a short-term basis. The moderator appointed a task group of Mac Foust, Scott Woodmansee, and Shawn Barkley as chairman to meet with Bill Wrenn to learn what his financial needs are and report back to the Commission on February 1.

John further reported that he had requested all of the Brentwood Church records that were listed in the Commission's action on November 30 but that as of now, none had been sent to him.

By prior arrangement, representatives from the Brentwood Church were waiting to join the meeting. Before they entered, a motion was seconded and approved that we resolve that tonight's meeting with them will be for the purpose of our listening to their concerns and issues and that the Commission will make no commitments regarding fund distribution during this meeting.

The Brentwood Church representatives were Frances and Phillip Brown, John Causey, and Keith Clark. The Commission heard them speak about their feelings and opinions regarding the relationship between the Commission and Brentwood Church and their strong commitment to distributing the Brentwood funds, particularly item #1, in the manner approved by their congregation on September 12, 1993 as follows:

1.	Dr. Bill Wrenn (includes salary, major medical and pension)	$108,000
2.	High Point University (scholarship in Brentwood Church name)	20,000
3.	John Wesley College (Scholarship in Brentwood Church name)	20,000
4.	Guilford Technical Community Colllege (nursing scholarship in Brentwood Church name)	20,000
5.	Barium Springs Home for Children	60,000
6.	Hospice of the Piedmont (Building project, room in Brentwood name)	50,000
7.	Open Door Shelter	10,000
8.	Urban Ministry	10,000
		$298,000

9. Any money left over after we (Brentwood) pay all of the church expenses would be divided, giving 25% of the remainder to each of the following: Special Olympics, Mobile Meals, Hospice of the Piedmont, Barium Springs Home for Children.

John Causey submitted to us a quarterly bill for Bill Wrenn's major medical coverage and pension fund dues ($1,830.92 due 3/1/94) and another building utility bill. John Causey reported that the church's operating fund contains approximately $1,700 and he would transfer that amount to Presbytery. He also confirmed that the proceeds from Brentwood's sale of their manse are held in a separate account containing approximately $40,000. A key to the church building was turned over to the Commission with the caution to make sure the fuel oil doesn't run out. The representatives requested and received the Commission's affirmation that after we make our decision about how to distribute the proceeds of the sale of the church building, we would discuss it with them. The Commission repeated its request for all of Brentwood Church's records.

After the Brentwood Church representatives left the meeting, a motion was seconded and approved empowering John Causey and Keith Clark, during the time period between now and the time that Brentwood's finances are resolved, to pay Bill Wrenn's major medical insurance bills and pension dues out of Brentwood's bank account that holds the proceeds from the sale of the manse.

The next Commission meeting was set for Tuesday, February 1, 1994 at 3:00 PM at First Church, High Point. There being no further business, the meeting adjourned with prayer at 10:40 PM.

Respectfully submitted,
Marsha Hooks, Secretary

Note the next two meeting dates:
Tuesday 2/15/94 at 3:00 PM, First Church High Point
Wednesday 2/23/94 at 7:30 PM, First Church High Point

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BRENTWOOD ADMINISTRATIVE COMMISSION
Minutes, February 1, 1994

The Brentwood Administrative Commission met on Tuesday, February 1, 1994 at First Presbyterian Church, High Point. Scott Woodmansee moderated the meeting in the absence of Bill Sosebee and called the meeting to order with prayer at 3:10 PM.

Members present were: Shawn Barkley, Mac Foust, Marsha Hooks, Steve Hundley, and Scott Woodmansee. Absent were Bill Sosebee and John Millholland.

John Handley was also present.

The minutes of January 19, 1994 were approved.

Shawn Barkley reported that when he telephoned Rev. Bill Wrenn to arrange a meeting with the task group assigned to find out what he may need in the way of a stipend, Bill firmly refused to meet or talk with them. Approved by consensus, Marsha will send Bill a conciliatory letter explaining our intentions in asking for the meeting and expressing our continued interest in meeting with him.

John Handley reported that he has not received any of the records from Brentwood that we requested or, to his knowledge, any transfers of funds from Brentwood to Presbytery. Neither have we any word as of today on whether the sale of the property has closed although John attempted to reach Presbytery's closing attorney for an update.

Motion seconded and approved that we again request, by letter to Bill Wrenn (with copies to Frances Brown, Keith Clark, and John Causey), that Brentwood's records be given to Presbytery office, that we need them by Friday, February 11th in order to review them and then we want to have a meeting with Brentwood representatives to begin a discussion regarding distribution of the funds, but that we can't meet on the 23rd unless the have the records by the 11th.

The next meeting of the Commission will be on Tuesday, February 15th at 3:00 PM at First Church High Point. There being no further business, the meeting adjourned with prayer at 4:30 PM.

Respectfully submitted,
Marsha Hooks, Secretary

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Note time change of the next meeting on Wed., February 23--we will meet at 7:00 pm to prepare for the 7:30 meeting with Brentwood representatives.

BRENTWOOD ADMINISTRATIVE COMMISSION
Minutes, February 15, 1994

The Brentwood Administrative Commission met on Tuesday, February 15, 1994 at First Presbyterian Church, High Point. The moderator, Bill Sosebee, called the meeting to order at 3:10 PM with prayer led by Mac Foust.

Members present were: Shawn Barkley, Mac Foust, Marsha Hooks, Steve Hundley, John Millholland, Bill Sosebee, and Scott Woodmansee.

Also present was John Handley.

The minutes of February 1, 1994 were approved.

Marsha Hooks reported the letter received from Bill Wrenn, dated February 9, 1994, which will be filed with the Commission records.

Motion seconded and approved to reaffirm our action taken in a brief meeting during the last Presbytery meeting to appoint ~~Mary~~ White, Chairman of Council, as a signing Trustee to sign the deed that transfers the Brentwood property to Oak Grove Missionary Baptist Church.

Motion seconded and approved to follow-up with Steve Pharr to be certain that the $67,500 that Oak Grove still owes Salem Presbytery after closing is secured with a Deed of Trust due December 31, 1994 on the existing property of Oak Grove Missionary Baptist Church in High Point and further, that the Deed of Trust state clearly that Oak Grove is responsible for maintaining and insuring the property.
The Commission briefly perused some of the Brentwood Sessional and financial records, which had been brought earlier to First Church, High Point along with the opened time capsule from the cornerstone of Brentwood Presbyterian Church. The financial records of the account holding the proceeds from the sale of the manse were not among them.

John Millholland moved and was seconded for the purposes of discussion by Steve Hundley that as the Brentwood funds become available, we distribute them in the following manner:

a) $54,000 to Bill Wrenn paid over two years,
b) $10,000 each to Barium Springs Home for Children, Open Door Shelter, and High Point Urban Ministry,
c) remaining funds to be designated for new church development or redevelopment in Salem Presbytery other than a project already in progress, to be known as the Brentwood Fund.

Discussion of the motion followed.

By consensus, the Commission decided to change the time of the meeting on February 23 from 7:30 to 7:00 PM so that we may prepare for our meeting with the Brentwood representatives at 7:30 PM.

The meeting adjourned with prayer at 5:30 PM with no action taken on the motion by John Millholland.

Respectfully submitted,
Marsha Hooks, Secretary

Next meeting: Thursday, March 3 at 3:00 PM, High Point First.

BRENTWOOD ADMINISTRATIVE COMMISSION
Minutes, February 23, 1994

The Brentwood Administrative Commission met on Wednesday, February 23, 1994 at First Presbyterian Church, High Point. The moderator, Bill Sosebee, called the meeting to order at 7:00 PM with prayer led by John Millholland.

Members present were: Shawn Barkley, Mac Foust, Marsha Hooks, Steve Hundley, John Millholland, Bill Sosebee, and Scott Woodmansee.

Also present was John Handley and representatives from Brentwood Presbyterian Church: John Causey, Keith Clark, Frances Brown, and Rev. Bill Wrenn.
Visiting were Mrs. Keith Clark and Mrs. Bill Wrenn.

The minutes of February 15, 1994 were approved as amended.

Bill Sosebee and John Handley reported there was no word yet on the sale closing.

By consensus, the Commission adopted the following for the purposes of tonight's joint discussion with Brentwood representatives: The goal statement is the collective thinking of the Commission to this point in attempting to be responsible to Salem Presbytery at large and responsive to the concerns of the Brentwood congregation.

A. GOAL STATEMENT

The Commission's goals for the distribution of funds resulting from the sale of Brentwood Church's property, the funds from the operating account, and the funds from the trustee's account are:

- Contribute to (a) High Point organizations that offer assistance to persons in need, and (b) Barium Springs Home for Children.
- Fund new church development and redevelopment in Salem Presbytery.
- Seek every reasonable way to perpetuate the name "Brentwood Presbyterian Church."
- Grant funds to Rev. William J. Wrenn, Jr. that will be adequate to prevent undue financial hardship until such time that he can draw his full pension and social security benefits.

B. STRUCTURE FOR A JOINT DISCUSSION

1. Old business:
    a) Transfer the funds from Brentwood's operating account to Salem Presbytery.
    b) Confirm that Bill Wrenn's Major Medical/Pension dues have been paid.
2. Agree on the structure for this evening.
3. Agree on some ground rules.
    a) We will not interrupt one another.
    b) We will confirm what we think we heard, then respond.
    c) We will stay on the topic under discussion.
    (Others?)
4. Discussion guidelines:
    a) WHERE ARE WE NOW? State our views.
    b) CLARIFY FACTS Respond to any errors of fact.
    c) CLARIFY GOALS State what we want to see happen as a result of the distributions.
    d) IDENTIFY SHARED GOALS What goals can we all agree on? What goals do we differ on?
    e) STRATEGY What is the next step?

At 7:30 PM, the Brentwood representatives and visitors entered and a joint discussion commenced, beginning with the Commission sharing its goal statement and proposing the joint discussion structure. In the course of the discussion, all of the items in the guidelines (above) were addressed. Under old business, John Causey and Keith Clark agreed to close out the church's operating account (approx. $1,700) and trustee's account (approx. $44,000) with checks payable to Salem Presbytery for the balance in each. They also confirmed that they had paid the first quarter Major Medical/Pension dues for Bill Wrenn. Shawn Barkley reported that he had arranged for fuel oil to be delivered for the Brentwood building and asked Bill Wrenn (who receives the church mail at his home) to forward the bill when it arrives. John Causey turned in an insurance bill on the church property (renewal date is April 1). The Brentwood representatives and visitors left the meeting at 9:30 PM.

The Commission agreed to meet again on Thursday, March 3 at 3:00 PM at First Church, High Point to begin formulating specific distributions of funds. There being no further business, the meeting adjourned with prayer by Steve Hundley at 9:45 PM.

Respectfully submitted,
Marsha Hooks, Secretary

Note: No date was set for the next meeting.

BRENTWOOD ADMINISTRATIVE COMMISSION
Minutes, March 3, 1994

The Brentwood Administrative Commission met on Thursday, March 3, 1994 at First Presbyterian Church, High Point. The moderator, Bill Sosebee, called the meeting to order at 3:15 PM with prayer.

Members present were: Shawn Barkley, Mac Foust, Marsha Hooks, Steve Hundley, John Millholland, Bill Sosebee, and Scott Woodmansee.

Also present was John Handley.

The minutes of February 23, 1994 were approved.

Bill Sosebee reported that the sale of the Brentwood property and execution of the Deed of Trust securing the balance due of $67,500 was closed on Monday, February 28, 1994. Salem Presbytery received a check for $201,432. The Deed Of Trust requires that the balance be paid by February 28, 1995. Salem Presbytery paid a total of $4,868 in closing costs; that amount includes $4,300 of the buyer's closing costs (such prior agreement having been confirmed by Irwin Fuller, Moderator of Presbytery).

Bill Sosebee reported that he had written to John Causey after our last meeting requesting that the Brentwood operating and trustee bank accounts be closed and checks for the balances be sent to Salem Presbytery. There has been no response and no checks have been received in Presbytery office. By consensus, the Commission will again ask John Causey and Keith Clark to close the bank accounts and forward the money to Salem Presbytery so the Commission can conclude its work.

The Commission discussed disbursement of the Brentwood monies, which are:

- $ 201,432 from the sale of the property
- $ 1,700 (approximately) in the Brentwood operating account
- $ 44,500 (approximately) in the Brentwood trustee's account
- $247,500 total (approximately) immediately available and $67,500 still due from the sale.

Motion seconded and approved that the following disbursements be made:

- $70,000 to Bill Wrenn
- up to $800 to the financial advisor of Bill Wrenn's choice
- $20,000 to Guilford Technical Community College for a nursing scholarship
- $20,000 to Barium Springs Home for Children
- $5,000 to the Open Door Shelter in High Point
- $5,000 to the High Point Urban Ministry
- All remaining funds will establish the Brentwood Endowment Fund in honor of Dr. William J. Wrenn for new church development fields and will primarily be used to pay the salaries of organizing pastors for up to three years.

There being no further business, the meeting adjourned at 4:30 PM with prayer by Marsha Hooks.

Respectfully submitted,
Marsha Hooks, Secretary

Next meeting: Monday, May 9 at 7:00 PM, First Church-High Point

BRENTWOOD ADMINISTRATIVE COMMISSION
Minutes, April 26, 1994

The Brentwood Administrative Commission met on Tuesday, April 26, 1994 during the lunch break at the Presbytery Meeting, Guilford Park Presbyterian Church, Greensboro.

Members present were: Shawn Barkley, Mac Foust, Marsha Hooks, Steve Hundley, John Millholland, and Bill Sosebee. Scott Woodmansee was absent.

Also present was John Handley.

The minutes of March 3, 1994 were approved.

Motion seconded and approved to pay Bill Wrenn's second quarter Insurance and Annuity bill out of the proceeds from the sale of the Brentwood property.

The Commission read a letter dated March 28, 1994 from Keith Clark, John Causey, and Frances Brown responding to Bill's February 24th request that they send a check to Salem Presbytery to clear out Brentwood's trustee account (approx. $44,500). The letter (on file) stated that "Since the balance in the Trustee account is rather large we are hesitant and do not want to send a check for this amount in the mail as it could get lost or misdirected.............While we do not feel we can send a check in the mail as you have requested, we will be glad to bring the checkbook to our next meeting with the Commission." John Handley confirmed that they have already sent the check that clears out Brentwood's operating account (approx. $1700).

Motion seconded and approved that the secretary write the following to Keith, John, and Frances: 1) request that they meet with the Commission on Monday, May 9 at 7:00 PM for the purpose of hearing our report before it is presented at the next Presbytery meeting, 2) that they should deliver the check for the trustee account funds to Scott Woodmansee at High Point First Church prior to the May 9 Commission meeting, and 3) that the Commission cannot meet with them before the check has been delivered. Bill Sosebee indicated that he would follow-up our letter with a phone call to Keith.

There being no further business, the meeting adjourned.

Respectfully submitted,
Marsha Hooks, Secretary

BRENTWOOD ADMINISTRATIVE COMMISSION
Minutes, May 9, 1994
First Presbyterian Church High Point

The Brentwood Administrative Commission met on Monday, May 9, 1994 at First Presbyterian Church in High Point at 7:00 p.m.. Members present were Mac Foust, Steve Hundley, John Millholland, and Bill Sosebee. Excused: Marsha Hooks and Scott Woodmansee. Absent: Shawn Barkley.

Also present was John Handley.

Bill Sosebee opened the meeting with prayer.

The minutes of April 26, 1994 were approved.

The motion was made, seconded, and approved to pay the Annuity and Pension dues for Dr. Bill Wrenn dated April 1, 1994. The amount due is $18,030.92.

The motion was made, seconded, and approved to approve the Commission's Report entitled: "Decision Concerning Disposition of Remaining Assets of the Brentwood Presbyterian Church (Dissolved)" with one exception: "That we withhold $4,000.00 of the $124,000.00 earmarked for the Brentwood Church Development Endowment Fund, for the purpose to pay unforeseen administrative expenses." Remaining money will go back into the Endowment Fund.

After receiving from Keith Clark, John Causey, and Frances Brown a check of $42,957.41 for the remaining money from the Brentwood's Trustee Account of $42,957.41, the Commission invited Representatives from the former Brentwood Presbyterian Church to come into the meeting and hear the Brentwood Commission's Report. The Brentwood Delegation was made up of 14 individuals including Keith Clark, John Causey, Frances Brown, and Dr. and Mrs. Bill Wrenn. After the Brentwood delegation heard the Commissions report, discussion followed as to the rational of the Commission's decision.

After much discussion, the Brentwood Commission went back into close session.

The motion was made, seconded, and approved to remove (with regret), Dr. Bill Wrenn's name from the Brentwood Church Development Endowment Fund, at Dr. and Mrs. Wrenn's request. Instead of reading BRENTWOOD CHURCH DEVELOPMENT ENDOWMENT FUND **IN HONOR OF DR. WRENN**, it will be THE BRENTWOOD CHURCH DEVELOPMENT ENDOWMENT FUND (see "paragraph 5" of the Commission's written report).

The motion was made, seconded, and approved to recommend to Presbytery's Council that one member from the former Brentwood Presbyterian Church be allowed 10 minutes on the floor of Presbytery to state their opposition to the Commission's Report.

There being no further business, the meeting was adjourned with prayer.

Respectfully submitted,
Steve Hundley, Acting Secretary

Next Meeting: To be announced.

7/16/94

SALEM PRESBYTERY

1995 Proposed Budget

APPENDIX E

INCOME:	1992 Actual	1993 Actual	1994 Approved	1995 Askings	1995 Projected
Benevolence Giving	$1,924,458	$1,848,170	$1,825,000	$1,800,000	$1,750,000
Presbyterian Hunger Program	$7,775	$7,975	$7,500	$7,500	$7,500
Program Receipts	$36,488	$30,365	$27,475	$36,953	$35,000
Hsinchu	$22	$1,200	$1,200	$1,200	$1,200
Miscellaneous	$1,088	$5,477	$0	$0	$0
Interest Income	$4,756	$1,577	$4,000	$2,000	$2,000
Prior Year Unspent Funds	$3,404	$0	$0		
TOTAL REVENUE	$1,977,990	$1,894,764	$1,865,175	$1,847,653	$1,795,700
EXPENSES:					
ADMINISTRATION COSTS					
Executive Presbyter/S.C.					
Salary	$37,811	$37,811	$38,755	$40,305	$40,305
Housing	$13,000	$13,000	$13,000	$13,000	$13,000
Pension	$14,768	$15,315	$15,600	$14,925	$14,925
Self Employment Ins.	$3,887	$3,887	$3,959	$4,078	$4,078
Dental Ins.	$430	$459	$459	$459	$459
Continuing Education	$1,146	$671	$1,200	$1,200	$1,200
Travel	$4,485	$4,430	$4,500	$4,500	$4,500
Total	$75,527	$75,573	$77,473	$78,467	$78,467
Assoc. Finance/Treasurer					
Salary	$41,016	$41,016	$42,041	$43,723	$43,723
Pension	$11,074	$11,484	$11,772	$12,243	$12,243
Social Security	$3,138	$3,138	$3,216	$3,345	$3,345
Dental Ins.	$217	$231	$206	$231	$231
Continuing Education	$323	$549	$1,000	$1,000	$1,000
Travel	$1,276	$927	$2,500	$2,500	$2,500
Total	$57,044	$57,346	$60,735	$63,042	$63,042
Assoc Presby Care/Leadership					
Salary	$32,713	$25,000	$21,993	$24,873	$24,873
Housing	$13,000	$13,000	$16,632	$16,632	$16,632
Pension	$9,508	$11,454	$11,642	$11,621	$11,621
Self Employment Ins.	$2,503	$2,907	$2,955	$3,175	$3,175
Dental Ins.	$252	$459	$459	$459	$459
Continuing Education	$1,000	$1,073	$1,000	$1,000	$1,000
Travel	$2,703	$2,758	$4,000	$4,000	$4,000
Total	$61,679	$56,651	$58,681	$61,760	$61,760
Assoc. Presby./Congre. Life					
Salary	$26,238	$26,894	$27,566	$28,669	$28,669
Housing	$13,000	$13,000	$13,000	$13,000	$13,000
Pension	$11,595	$12,025	$12,227	$11,667	$11,667
Self Employment Ins.	$3,052	$3,052	$3,103	$3,188	$3,188
Dental Insurance	$768	$729	$820	$459	$459
Continuing Education	$974	$423	$1,000	$1,000	$1,000
Travel	$3,049	$1,870	$3,500	$3,500	$3,500
Total	$58,676	$57,992	$61,216	$61,482	$61,482

	1992 Actual	1993 Actual	1994 Approved	1995 Askings	1995 Project
Hunger Action Enabler					
Salary	$11,308	$11,591	$11,881	$12,356	$12,3
Housing	$7,400	$7,400	$7,400	$7,400	$7,4
Pension	$5,520	$5,724	$5,812	$5,532	$5,5
Self Employment Ins.	$1,453	$1,453	$1,475	$1,511	$1,5
Dental	$217	$231	$231	$231	$2
Continuing Education	$47	$181	$500	$500	$5
Travel	$681	$506	$1,250	$1,200	$1,2
Total	$15,318	$27,086	$28,549	$28,730	$28,
Sub Total Program Staff	$268,244	$274,648	$286,654	$293,482	$293,
NON EXEMPT STAFF					
Salaries/Benefits	$136,405	$145,143	$148,992	$152,633	$137,
Travel	$659	$676	$800	$1,000	$1,
Continuing Education	$343	$398	$750	$800	$8
Overtime/Bonus	$1,789	$1,603	$1,000	$1,000	$1,
Pritchett (Orange Presbytery Retirement Subsidy)	$8,740	$8,740	$8,740	$0	
Sub Total Non-exempt	$147,937	$156,560	$160,282	$155,433	$140,
TOTAL STAFF COMPENSATION	$416,180	$431,208	$446,936	$448,915	$433,
Office Costs					
Rent/Utilities	$23,550	$23,550	$24,000	$24,000	$2
Telephone	$9,761	$8,369	$10,000	$10,000	
Custodial	$1,980	$1,980	$2,100	$2,000	$2,
Service/Maintenance	$15,493	$10,354	$13,000	$13,000	$11,
Office Supplies	$1,653	$395	$3,000	$2,000	$2,
Postage	$3,233	$3,950	$4,000	$4,000	$4,
Equipment Maintenance	$1,016	$1,486	$3,000	$2,000	$1,
Equipment Purchase	$2,710	$3,318	$3,000	$5,000	$1,
Audit/Legal	$7,960	$7,960	$7,900	$8,500	$8,
Insurance	$6,767	$7,355	$5,000	$7,500	$7,
Miscellaneous	$755	$100	$200	$200	$
Legal Fees	$116	$0	$500	$500	$
Sub Total	$74,994	$68,818	$75,700	$78,700	$69,
TOTAL ADMINISTRATION COST	$491,174	$500,026	$522,636	$527,615	$503,
GOVERNING BODY FUNCTIONS					
Council Costs	$4,399	$6,460	$5,350	$9,825	$9,
Black Caucus	$750	$347	$981	$981	$
Evaluation & Goals	$258	$258	$800	$800	$
Nominating Committee	$668	$567	$500	$500	$
Permanent Judicial Com.	$676	$26	$1,200	$1,200	$1,
Representation Committee	$22	$82	$66	$100	$
Stated Clerk/Presbytery	$12,976	$17,159	$12,450	$15,900	$15,
Women of Color	$690	$1,558	$880	$880	
Self Development Committee	$70	($210)	$0	$0	
Bi-Centennial Committee	($526)	$70	$0	$0	
TOTAL GOVERNING BODY	$19,983	$26,317	$22,227	$30,186	$30,

	1992 Actual	1993 Actual	1994 Approved	1995 Askings	1995 Projected
ADMINISTRATIVE SERVICES DIV.					
Division Costs	$16	$0	$100	$100	$100
Communication Committee	$7,026	$6,327	$7,200	$9,134	$9,134
Budget/Finance Committee	$680	$865	$689	$689	$689
Personnel Committee	$5,919	$535	$1,250	$600	$600
TOTAL ADMINISTRATIVE SERV	$13,642	$7,727	$9,239	$10,523	$10,523
CHURCH DEVELOPMENT DIVISION					
Division Costs	$2,520	$869	$5,000	$5,000	$4,000
Church Development Committee	$30,432	$65,317	$116,200	$180,000	$115,000
Evangelism Committee	$4,468	$1,705	$5,150	$7,150	$7,150
Small Church Committee	$112,624	$111,184	$127,780	$130,100	$118,000
TOTAL CHURCH DEVELOPMENT	$150,044	$179,075	$254,130	$322,250	$244,150
CHURCH IN THE WORLD DIVISION					
Division Costs	$2,927	$2,285	$3,400	$4,550	$3,350
Urban Ministry Grants	$30,740	$28,500	$24,292	$27,528	$20,167
Hunger Committee	$1,017	$343	$1,000	$5,400	$4,400
Peacemaking Committee	$6,935	$6,213	$7,330	$7,330	$6,900
Social Justice Committee	$3,160	$2,081	$2,500	$2,500	$2,081
Criminal Justice Committee	$9,700	$9,330	$10,600	$10,600	$10,200
Women's Ministry Committee	$668	$802	$2,215	$3,065	$2,500
Racial Ethnic Committee	$71	$337	$1,000	$1,000	$850
Higher Education Committee	$27,076	$29,007	$28,175	$41,375	$41,375
International Missions Comm.	$7,842	$5,983	$7,350	$11,000	$9,000
Ecumenical Relations Comm.	$685	$608	$925	$2,475	$2,000
TOTAL CHURCH/WORLD DIV.	$90,822	$85,490	$88,787	$116,823	$102,823
COMMITTEE ON MINISTRY					
Examinations Committee	$1,025	$1,061	$1,400	$1,450	$1,400
Committee Expenses	$4,344	$5,665	$4,500	$8,900	$7,000
Calls & Vacancies Committee	$4,155	$1,717	$4,000	$3,100	$2,000
Conciliation Committee	$2,130	$254	$2,700	$2,200	$1,000
Visitation Committee	$376	$496	$2,807	$2,400	$1,000
Preparation for Ministry	$21,528	$18,684	$21,085	$21,285	$21,100
Professional Development	$9	$1,747	$2,900	$2,900	$2,000
Professional Support	$1,360	$2,661	$3,944	$3,500	$3,000
Compensation/Retirement	$3,385	$7,967	$5,200	$5,100	$3,500
TOTAL COMTE. ON MINISTRY	$38,313	$40,250	$48,536	$50,835	$42,000

	1992 Actual	1993 Actual	1994 Approved	1995 Askings	1995 Project
CONGREGATIONAL LIFE DIVISION					
Division Costs	$61	$38	$400	$400	$
Pathways Committee	$7,710	$6,072	$10,700	$10,600	$9,
Educational Ministry Cmte.	$2,139	$3,534	$4,250	$5,025	$5,
Stewardship Education Cmte.	$858	$1,279	$1,400	$1,500	$1,
Worship and Music Committee	$811	$873	$1,400	$1,550	$1,
Resource Centers Committee	$4,661	$3,666	$3,700	$3,400	$3,
Youth Ministry Committee	$26,968	$13,991	$11,000	$17,700	$14,
Children's Ministry Cmte.	$1,144	$660	$2,550	$18,050	$2,
Singles Committee	$571	$324	$1,500	$1,500	$1,
Adult Ministry Committee	$1,378	$1,819	$2,200	$2,575	$2,
Presbyterian Men	$120	$232	$1,000	$1,040	$
Spiritual Formation/Enrichme	$606	$1,731	$1,750	$2,400	$2,
TOTAL CONGREGATIONAL LIFE	$47,028	$34,219	$41,850	$65,740	$42,
OUTDOOR MINISTRIES					
Outdoor Ministries Division	$351	$405	$600	$800	$
Camp Grier	$43,952	$33,543	$28,283	$39,784	$29,
CampsNewHope/Presbyterian Pt	$80,699	$74,352	$73,150	$68,634	$66,
Admin. Cost--New Hope/Presby	$3,600	$3,600	$3,800	$4,080	$4,
TOTAL OUTDOOR MINISTRIES	$128,602	$111,900	$105,833	$113,298	$101,
TOTAL PRESBYTERY OPERATIONS	$979,609	$985,002	$1,091,376	$1,237,270	$1,0
ASSESSMENTS					
General Assembly	$166,272	$167,237	$165,997	$165,997	$165,
Synod of the Mid-Atlantic	$94,298	$95,455	$96,642	$96,642	$96,
BUDGETED BENEVOLENCE					
General Assembly	$433,168	$350,763	$297,917	$291,563	$256,
Synod of the Mid-Atlantic	$281,622	$209,795	$213,243	$208,998	$198,
TOTAL EXPENSES	$1,954,969	$1,808,252	$1,865,175	$2,000,470	$1,795,
Excess Income/Expenditure	$23,021	$86,512	$0	($152,817)	$

CHANGES IN TERMS OF CALL DATE: 06-17-1994

NAME:		CHURCH:	LOCATION:
Lucius	Gray	Alamance	Greensboro

36290.00	Salary	15324.00	Pension/Medical
3808.00	Social Security	1150.00	Continuing Ed.
	Housing All.	2000.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	(1500.00) Tax Des.	4 weeks	Vacation
2000.00	Equity Allowance	2 weeks	Study Leave
2550.00	Utility Allowance		
44648.00	Total Compensation	63122.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Ann	Jahnes	Yadkinville- 62.5 %	Yadkinville

7610.00	Salary	4581.00	Pension/Medical
1165.00	Social Security	344.00	Continuing Ed.
7610.00	Housing All.	0.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.	4 Weeks	Vacation
1500.00	Community mileage	2 Weeks	Study Leave
17885.00	Total Compensation	22810.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Joseph	Pickard	Assoc. Exec. Synod	Richmond, VA

29094.00	Salary	14812.00	Pension/Medical
4047.00	Social Security	750.00	Continuing Ed.
23805.00	Housing All.		Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		Vacation
			Study Leave
56946.00	Total Compensation	72508.00	Total Cost To Church

SALEM PRESBYTERY
CATEGORIES FOR COMPENSATION MINIMUMS FOR PASTORAL MINISTRY

A. MANSE IS PROVIDED
  1. SALARY
    **Social Security
    ***Experience
  2. MANSE ALLOWANCE

OR

B. HOUSING ALLOWANCE IS PROVIDED
  1. SALARY
    **Social Security
    ***Experience
  2. HOUSING ALLOWANCE

3. AUTOMOBILE REIMBURSEMENT

4. BOARD OF PENSIONS

5. CONTINUING EDUCATION and/or BOOK REIMBURSEMENT

6. VACATION

7. STUDY LEAVE

8. MATERNITY LEAVE with full pay

9. DAYS OFF PER WEEK

10. MOVING EXPENSES REIMBURSEMENT

ADDITIONAL FORMS OF COMPENSATION (OPTIONAL)

11. DISABILITY INSURANCE

12. GROUP TERM LIFE INSURANCE

13. 403(b) PENSION or TSA

14. MANSE EQUITY

15. FLEXIBLE SPENDING ACCOUNT - Section 125 plan

16. PROFESSIONAL EXPENSE REIMBURSEMENT

17. ADDITIONAL TIME OFF

18. SICK LEAVE TIME

19. OTHER ____________________

** Social Security equivalent may be added to salary
***$100 should be added for each year of experience, up to 10 years.

This sheet is intended to explain a recommendation for a change in the "Categories for Compensation Minimums for Pastoral Ministry" for Salem Presbytery.

At the present time, several different forms are used for calling ministers, setting minimums for compensation, and making changes in the annual terms of call for ministers for approval by Presbytery.

We are proposing the use of the included categories for compensation in order to have the same language in all three procedures, make fair comparisons possible, and encourage open discussion on compensation.

The following suggestions are presented as reasons for approving the new change in the categories for compensation.

1. Confusion as to housing, manse, and allowances will be clarified. Equal comparisons of all types and amounts of compensation relating to housing allowances and manse allowances will now be possible.

2. Social Security payments to ministers by the church will be considered as additions to salary, as required by the IRS. Payments are not discouraged, but trying to "figure" 1/2 of the Minister's SECA is difficult if not impossible.

3. Expenses incurred by a minister in performing the work of the church will be clearly considered in the "reimbursement" categories as listed.

4. At a later date, the tax consequences of these new categories will become obvious. If adopted and used, these legal tax categories could lead to easier tax compliance and possible tax savings.

5. A single simple form with the same categories could be used for calls, minimum compensation discussion, and annual change in calls.

6. We offer for consideration "Additional Forms of Compensation" so that a church may consider ways to support ministers financially or with additional time.

RECOMMENDATION:

The Committee on Ministry of Salem Presbytery recommends for approval the "Categories for Compensation Minimums for Pastoral Ministry."

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NUMBER 4

Minutes of

SALEM
PRESBYTERY

TWENTY-FOURTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA
October 25, 1994

MINUTES OF

SALEM PRESBYTERY

TWENTY-FOURTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA

October 25, 1994

OFFICERS

Moderator	W. Erwin Fuller, Jr.
Moderator-in-Nomination	Margaret Marks
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Congregational Life	Hewon Han
Associate Presbyter for Care and Development of Leadership	A. Michael Warren
Hunger Action Enabler	Catherine J. Reed
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Judy Brock
Secretary	Brenda Nance
Staff Consultant	Esther Preston

OFFICE OF PRESBYTERY

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2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (910) 766-3393
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TWENTY-FOURTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

FIRST PRESBYTERIAN CHURCH

GREENSBORO, NORTH CAROLINA

October 25, 1994

The Twenty-Fourth Stated Meeting of Salem Presbytery, held on Tuesday, October 25, 1994, at the First Presbyterian Church in Greensboro, North Carolina, was opened at 8:45 a.m. with a hymn-sing led by Rev. Guy Hunt and was called to order by Moderator W. Erwin Fuller, Jr. at 9:00 a.m. The Moderator declared a quorum present for conducting the business of the Presbytery, whereupon the Presbytery joined in a service of Worship and Communion. The opening prayer by the Rev. Kathryn Cameron for the worship service constituted the opening prayer for the Presbytery meeting. The worship service leader was the Rev. Stephen McCutchan, who preached an inspiring message entitled, "The Conversion of Money". Assisting in the worship service were the Rev. Kathryn Cameron and Ms. Loretta Gordon James. The organist was Mr. J. Patrick Murphy.

ENROLLMENT

Commissioners		Administrative	
Elders	139	Non-Commissioners	3
Ministers	118		
		Visitors	72
Corresponding Members			
Ministers	3	**Total**	**342**
Church Educators	7		

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., Frank J. Allen, J. Lawrence Ayers, Jesse W. Bledsoe, Ronald L. Bowie, Ernest Bradford, Warren C. Brannon, John C. Brearley, Malcolm M. Bullock, David M. Cameron, Kathryn J. Cameron, George C. Carpenter, Charles R. Carter, Robert Cleveland, Frederick A. H. Coates, Ares Davidian, Dale W. Davidson, Frank M. Dew, James A. Dickens, Barbara E. Dua, Carl W. Dumford, Christopher F. East, Stewart E. Ellis, Robert C. Evans, III, Jeffrey J. Falter, Dusty K. Fiedler, Robert A. Fiedler, Carol C. Fisher, Joseph W. Flora, Milton M. Foust.

G-M

Robert M. Gant, Jr., Joseph M. Garrison, J. Randy Hall, John M. Handley, Holly Diane Hayes, William C. Hayes, James Henderson, Margret L. Henderson, Robert W. Henderson, David L. Henry, Robert W. Herron, Cynthia R. Higgins, Fredrick R. Horner, Robert M. Howard, Joanne R. Hull, Guy W. Hunt, Jr., Ann B. Jahnes, Robert S. Jeffords, William Jones, Henry J. Keating, J. David Kivett, William R. Knox, Phyllis M. H. Kort, Morton Kurtz, Thomas K. Lane, Donald E. Lannon, William F. Lawrence, Jr., James E. Layman, Robert

E. Lee, David T. Lee-Andrews, David Leininger, Robert M. Lewis, S. Edwin Lewis, Joel M. Long, Robert M. Matthews, Stephen P. McCutchan, Angus McGregor, Sam E. McGregor, Jr., Charles McKee, William S. Metzel, Judson J. Milam, John L. Milholland, James F. Miller, K. Moser Misenheimer, James A. Mitcham, Molly Dotson Morgan, Lisa Mullen, George H. Murray, IV.

N-Z

Gail Porter Nelson, J. Herbert Nelson, Lisa T. Nelson, S. Curtis Patterson, Jamie Bibee Pharr, Phillip J. Pogue, W. Clark Porter, III, Catherine J. Reed, Marie P. Reed, Leland A. Richardson, Raymond Riddleberger, Paul N. Ridolfi, James M. Rissmiller, Russell H. Ritchel, Jr., Jeannette G. Rodenbough, Donald G. Scofield, Jr., Dennis J. Sebesan, Jerold D. Shetler, Billy F. Sosebee, Laura M. Spangler, Joe L. Spears, Rollin M. Steele, Jr., William F. Stephens, Jamie D. Stimson, Larry E. Summey, Erich W. Thompson, Dan Thornton, Robert R. Tolar, Jr., John G. Truitt, Jr., Rockwell P. Ward, W. Russell Ward, Jr., William C. Weckerly, Norman M. Whitney, Sr., John A. Wilkerson, Jr., Stephen Wilkins, William T. Wing, III, Paul D. Woodall, Jr., R. Scott Woodmansee, Richard S. Wurst, Jr., Christopher E. Zorn.

The following Ministers asked to be excused from attendance:

James H. Allen, Jonathan C. Barker, Shawn E. Barkley, Linda L. Blessing, L. Adlai Boyd, Janet Briscoe, Carole F. Chase, M. Gray Clark, Carlton A. G. Eversley, Elijah B. Freeman, Philip R. Gehman, Lucius A. Gray, Hewon Han, George Hunter, Robert E. Lee, Jack R. Marrow, Steve A. Martin, James M. Mauldin, E. Thomas Miller, Stephen A. Moss, David C. Partington, Steve Macon Pharr, Joseph L. Pickard, A. B. Plexico, A. Carter Shelley, R. Page Shelton, Ethel C. Simonetti, Paul R. Snell, Samuel Stevenson, Patricia F. Stewart, A. Michael Warren, Charles Williams, James K. Wilson, Jr., William J. Wrenn, Jr., Robert L. Yoder.

The following Missionaries and Chaplains were excused:

Sherron K. George.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Lawrence W. Avent, Thomas B. Bagnal, Jr., James H. Banbury, Dwight Lee Barker, Edwin C. Brammer, Jr., Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, William H. Chappel, L. B. Colquitt, Jr., Frank C. Collier, Watt M. Cooper, Herbert H. Culler, Frank A. Davison, F. Marion Dick, C. Wayne Dixon, John E. Eliason, Norris Fellows, Charles G. Fitzpatrick, Robert L. Forbis, Jr., William H. Foster, Jr., Robert O. Freeman, Samuel R. Fudge, Harold E. Fuller, Jr., J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, Z. N. Holler, John S. Johnson, J. Benjamin Kirkland, Julian Lake, William F. Long, Wilkes D. Macaulay, James M. McDaniel, Lacy V. McPherson, Allen C. McSween, Donald Mimbs, H. Reid Montgomery, Allen E. Morrison, William H. Morrison, Joseph Mullin, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, Donald G. Price, James L. Price, Jr., John A. Redhead, Jr., Gerald N. Reif, William C. Rhodes, Jr., Paul S. Ryoo, Lester E. Sheppard, William R. Smith, III, Harry S. Thomas, Robert L. Turner, William D. Varker, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Robert S. Wells, John C. Whitley, Frank C. Wilkinson, John A. Womeldorf.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

Robert A. Bryant, Robert E. Button, Robert R. Childs, Jr., O. Leighton Culler, Kermit W. Dancy, Max E. Deal, William Riche DeLong, M. Susan Dobyns, James T. Frazier, Larry W. Freeman, Carter B. Gillespie, Scott C. Girard, Robert J. Goforth, David Christian Heil, Stephen A. Hundley, William Stacy Johnson, Kurt W. Johnston, William S. Johnston, Walter W. King, Paul Lindsey, Z. Bradford Long, Ivan W. Lowery, Richard

Osmer, Franklin L. Partridge, III, Grant M. Sharp, James T. Shields, Jeffrey D. Smith, Jerry M. Smith, Stevan A. Snipes, Larry E. Summey, Glenn C. Thomason, Worth N. Watts, Kellie E. Weekley, Benjamin F. Williams, J. Gordon Williams.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Ralph Hobbs, Roger H. Smith, Muriel Ward, Allen Temple Margaret Cowan, Virginia Mott, First (Asheboro) Watson Murphy, Vera Winston, Baird's Creek Mark D. McGuire, Bethany (Graham) A. H. Patterson, Jr., Bethany (Statesville) James Somers, Bethel Judy Terry, Bethesda (Ruffin) James Y. Blackwell, Jr., Bethesda (Statesville) Hazel McNeely, Beulah Debbie Coles, Elizabeth R. Scott, Bixby Lib Cornatzer, First (Boone) Pat Blue, Buffalo Marion Oakes, First (Burlington) Tom Collins, Bill Cothran, Robert Jessup, Calvary Steven D. Clark, Centre Richard Woods, Church of the Cross Elaine R. Buie, Clemmons Gayle Priester, Collinstown Ray Mitchell, Community in Christ Cindy O'Berry, Concord Rebecca Driskill, Covenant Mary Young, Cross Roads Rachel Thomas, Dellabrook Rudolph V. Boone, Sr., Inis D. Johnson, Dogwood Acres Frances Fitzpatrick, First (Eden) Orville Light, Elkin Ralph Lanier, Flat Rock Jessie Welborn, Forest Hills Ann Brinson, Forest Park Patty Witherington, Francisco Betty Wright, Franklin G. Spencer Thomason.

G-M

Glendale Springs Carol E. Preble, Glenwood Naomi Mitchell, Grace Treva Cundiff, Mary Mitcham, Graham Louise C. Coble, Bill Cooke, Greenwood Harvey Carroll, First (Greensboro) Sion A. Boney, C. Archie Coleman, William D. Ditzler, Martha Henson, Richard L. Wharton, Guilford Park Rachel Dadisman, Annette Gaither, Hawfields David Smith, First (High Point) Steve Braxton, Todd Mommsen, Murray White, Highland Sam Dillender, Pam Pepper, Jamestown John Hamil, Bill Pleasants, Laurel Fork Wheeling Miller, First (Lexington) Annie Freeman, Phyllis McGee, Second (Lexington) Linda Davis, Lloyd Elizabeth West, Vera Williams, Logan Daisy Keaton, Dorothy Mintz, Madison Margot Jolly, Mebane Ernest C. Richmond, Memorial Walter D. Thompson, First (Mocksville) Paul Beaver, First (Mooresville) Mark E. Auten, H. Edward Nelson, Jr., Mt. Jefferson BIll Rettew, Mt. Tabor John Heaggans, George H. Knox.

N-Z

New Creation Katherine Blackburn, Anne McKee, North Wilkesboro Becky Hubbard, Charles D. Klein, Old Providence Roy Pence, Old Town Mabel Eschen, Parkway Hervey Martin, Bob Moore, Piedmont George Florence, First (Pilot Mountain) Freddy Smith, Pittsboro Edith Wasko, Presbyterian Church of the Covenant Robert Stephens, Prospect Betty C. Alexander, Reid Memorial Mae Helen Byers, First (Reidsville) Roy Dodson, First (Salisbury) Ann Blankenship, E. D. Cook, Sara Cook, Second (Salisbury) Jami Burleson, Sedgefield Barbara Barker, Shady Side Charles England, Robert Gilchrist, Jr., Shallowford Polly Toney, Shiloh (Burlington) Ralph Thomas, Shiloh (Statesville) Michael A. Scirocco, Siler City Edna Becker, Speedwell Dan Moore, Spencer Helen Astrologow, Springwood Billy G. Sutton, St. Andrews Ernest Kiger, St. James Catherine T. Bonner, Eva V. Moore, St. Paul Nita Holder, Starmount Betty Hankins, Mrs. Claudel Lassiter, Robert E. McLendon, First (Statesville) Harriet Gilbert, Bill Long, Stony Creek J. Leo Boswell, Taylorsville F. P. Wright, Jr., Third Creek Bob Padgett, First (Thomasville) Marian Greeson, Thyatira Dot Luther, Trinity (Elon College) Homer Corn, Trinity (Salisbury) Ezra C. Gilliam, Franklin Lyerly, Unity Bob Deal, Vandalia Ann Brown, Wentworth Doc S. Herron, Westminster (Greensboro) Marguerite Buck, Evelyn Lukeman, First (Winston-Salem) Charlotte Blount, Ed Carter, James S. Price, Martha Young, Yadkin United Donald Tate, Thomas Vinson, Yadkinville Ken Rudolph, Yanceyville Katherine Watlington.

The following Churches were excused from having representatives at this meeting of Presbytery:

Asbury, Clio, Crestwood, Edward Webb, Fellowship, Fieldstone, Fifth Creek, Gulf, Hills, John Calvin, Mount Vernon Springs, Pine Ridge, Pleasant Grove, St. Paul (High Point), Tabor.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

First (Boonville), Cameron, Cleveland, Cooleemee, Danbury Community, Ebenezer, El Bethel, Elmwood, Fairmont, Freedom, Griers, Hope View, Immanuel, Joyce, First (Kernersville), Korean First, Lansing, Little Joe's, Love Valley, Milton, Second (Mocksville), First (Mt. Airy), Mount Vernon, New Salem, Oakland, Oakview, Peak Creek, Pine Hall, Randolph, Red House, Riverview, Rumple Memorial, Sandy Ridge, Smyrna, Southminster, Sparta, Stoneville, Trinity (Winston-Salem), Westminster (Burlington), Whispering Pines.

The following Church Educators were enrolled:

Sammie Braxton, Carol T. Edwards, Evelyn Edwards, Bonnie Lamberth, Becky Lee-Andrews, Pat Smith, Edye Williamson.

The following Corresponding Members were present:

William J. Cowfer, Coastal Carolina Presbytery; Raul Ransford, New Hope Presbytery; Albert D. Shaw, Jr., Presbytery of Western North Carolina.

The following Administrative Staff were present:

Willie D. Garvin, Phyllis L. Plyler, Esther Preston.

The following Visitors were registered:

G. Douglas Aitken, Jr., Isaac Albright, Spears Alexander, Tom C. Anderson, Gladys W. Bailey, John Barney, Annie Miller Bates, George H. Bergdoll, Nellie M. Bescher, Nettie Blackburn, Regi Blackburn, Paul G. Boone, Carol Burke, Nathan Byrd, Charles Cameron, Marian Cameron, Katherine R. Carr, Margaret C. Carr, Mary H. Carr, Shirley Cornatzer, Diane Davidian, Jeanette Dickens, Octavia Edwards, Becky Falter, W. Erwin Fuller, Jr., Murv' L. Gardiner, Betty Garvin, Marion Gilliam, Dellene Gudger, Juan Guthrie, Richard Harding, Sue Harding, Bernice C. Heaggans, Richard Heaggans, Milnor Jones, Katherine Kellogg, Alyce Kelly, Marsha Knox, Christie Leininger, Margaret Marks, George Martin, Rick Martindale, Cora L. Massey, Estella McFadden, Jim McGuire, Hal McNeely, Elizabeth McPherson, James F. Miles, Jane Miller, Ray Mims, Richard G. Orr, Robert E. Osman, Constance Purcell, Rainey M. Ratchford, Julia M. Richmond, Inez Ruchte, Otis B. Scott, Jane Schobel, Jim Schobel, Milly Smith, Bob Synder, Bryon Sykes, Al F. Thomas, Jr., Nori Torbert, Margaret C. Turner, Dan Wilkers, Pat Witherington, Frances W. Wolfe, Aurelia R. Young, Rosa Yourse.

DOCKET

The Docket was presented by Murray White, Moderator of Council, and was approved as presented. (See Appendix A, pp. 236-237.)

OMNIBUS MOTION

Murray White, Moderator of Council, presented the Omnibus Motion. Following the amendment of items 10, 11, 12, 13, and 16 of the Committee on Ministry Report, the Omnibus Motion was approved as amended in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are identified by an OM designation in the left margin.

WELCOME

The Governing Body was welcomed by the Rev. Dr. Jerold D. Shetler, pastor of First Church. Information regarding the facilities and arrangements for the day was presented.

INTRODUCTIONS

Elders attending Presbytery for the first time and other guests were introduced and welcomed. Dr. and Mrs. J. W. Richard Harding, Missionaries in Residence from Nepal, and Jim Schobel, President of Lees-McRae College, and his wife Jane were introduced as special guests. The following ministers from other presbyteries were welcomed and seated as Corresponding Members: Bill Cowfer, Coastal Carolina; Bart Shaw, Western North Carolina.

ECUMENICAL VISITOR

The Moderator introduced the Reverend Charles Zimmerman, pastor, First Lutheran Church, who addressed the Presbytery briefly.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix B, pp. 238-239.)

ACTION:

1. At the request of Davidson College, Salem Presbytery confirmed the appointment of R. David Sprinkle of First Presbyterian Church, Greensboro, NC, as a Trustee from Salem Presbytery in the Class of 1998.

MINUTES OF COMMISSIONS COMMITTED TO THE RECORD

The Minutes of Commissions to ordain and/or install pastors were admitted to record. (Appendix C, pp. 240-241.)

REPORT OF PRESBYTERY COUNCIL

Murray White, Moderator

Your Council has met twice since the last Stated Meeting of Salem Presbytery.

Four Town Meetings, sponsored by Council, were held in churches throughout the Presbytery during July and August. There were 150 persons representing 47 churches in attendance. Those who attended expressed enthusiasm over the opportunity to gather in their locality and discuss ways to strengthen our Presbytery. Many concerns and helpful suggestions were recorded. Council will consider ways to follow up on these ideas for improving both Salem's life and program.

ACTIONS REPORTED:

1. Council approved the loan "adjustment schedule" for Freedom Church in Statesville. GA has reduced the loan in the amount of $2,000.

2. Council approved the request of the Peacemaking Committee to spend up to $2,000 from the Peacemaking Offering Fund for a contest promoting Peacemaking in Salem Presbytery in 1995. Individuals or churches would be asked to submit ideas for projects that will promote Peacemaking. Prizes would be scholarships to next year's Peacemaking Conference to be held in New York.

3. Council approved Hunger Committee's sending the following amounts to Presbytery's partnerships in compliance with Pennies for Hunger/Two-Cents-a-Meal Guidelines:
   $20,000 to Mbujimayi, Zaire
   $24,000 to Kwahu Presbytery, Ghana

4. Council approved the 1995 Compensation Minimums For Full-Time Pastoral Ministry as presented by the Committee on Ministry and Small Church Committee. Council was authorized by the July Presbytery meeting to make this approval. (See Appendix D, pp. 242-243.)

5. Council approved the following 1995 Presbytery Meeting Themes:

February	Outdoor Ministries
April	Congregational Life
July	Conciliation (Committee on Ministry)

6. Council approved Salem Presbytery's participation in the Section 125 Cafeteria Plan for the staff.

7. Council approved the following 1995 Council meeting dates:
   January 12
   February 9
   March 9
   April 6
   May 11
   June 22
   September 7
   October 5
   November 9

8. Council approved travel expenses, up to $300, for Barbara Clawson who has been invited to attend a Worldwide Ministries Division Conference on Africa in Louisville.

9. Council voted to undertake a study of Presbytery meetings. The purpose, as well as, issues, format, docket, and frequency will be among the matters included in the study.

10. Council approved the transfer of the property of Southminster Presbyterian Church to Salem Presbytery and from Salem Presbytery to the Prodigals Community. A right of reversion clause, in the event the Prodigals Community no longer needs the property, was also approved. The Southminster congregation will continue meeting in the facility. The July Presbytery authorized Council to finalize this transfer.

11. Council approved a policy regarding "Solicitation of Funds From Salem Churches". (See Appendix E, p. 244.)

12. Council approved the following date:

Spiritual Retreat	March 6 - 7

13. Council decided not to propose further study of homosexuality by Salem at this time.

ACTION:

2. Presbytery voted to reconsider its previous action at the July 1994 Meeting and approved the following recommendation:

   That the action of Salem Presbytery taken at its July 17, 1994, meeting in Graham, North Carolina, regarding the transfer of the Southminster Presbyterian Church property in Winston-Salem, North Carolina, for the ultimate benefit of the Prodigals Community, Inc. be reconsidered and modified as to the procedure and method of implementation only, and the Council be empowered on behalf of Presbytery to take whatever actions and to execute whatever documents Council shall determine to be most prudent and desirable to accomplish the property ownership transfer objective supported by everyone. The action options available to Council (acting on behalf of Presbytery) shall specifically include endorsing and supporting a direct property title transfer from Southminster Presbyterian Church to the Prodigals Community, Inc. so long as:

   a) Arrangements are made for the Southminster congregation to hold its worship services and church activities without charge at the property.

   b) If the use of the property should change or if the Prodigals Community, Inc. should cease to exist, Southminster Presbyterian Church (or Salem Presbytery on its behalf) would have the election and choice to reacquire title to the church property.

   c) Salem Presbytery could act on behalf of Southminster Presbyterian Church regarding any property reacquisition election which might become available if Southminster Church was no longer then in existence of if Southminster Church specifically designated or assigned to Salem Presbytery its right to act for it regarding its former property.

RECOGNITION OF WILLIE D. GARVIN

Dusty Fiedler led Salem Presbytery in a recognition of Willie D. Garvin, Presbytery Associate for Finance and Business Affairs/Treasurer, for her 30 years of service to the Presbyterian Church.

MASSANETTA SPRINGS PRESENTATION

Mr. George Bergdoll spoke briefly to Presbytery regarding Massanetta Springs.

PRESBYTERIAN HOME AND FAMILY SERVICES PRESENTATION

Presbytery heard a brief presentation from the Mr. Peter Geitner regarding the work of the Presbyterian Home and Family Services.

HUNGER COMMITTEE

Barbara Clawson, Moderator

John Brearley introduced Katherine Blackburn who shared her experiences from a visit to Ghana.

PARTNERSHIP: PATHWAY TO BUILDING RELATIONSHIPS

Ghana Mission Study Trip

"Why are you going to Ghana?" was a questions frequently asked of the ten members of the mission study group which visited our partners in Kwahu Presbytery last summer. Reasons for going were to learn more about the Agricultural Development Project in Tease which is supported by the Pennies/Two-Cents funds, to grow spiritually through mutual sharing of our common faith with Christians in another culture, and to develop an increased awareness of hunger related issues facing our world today.

The 18-day trip included brief stays in Accra and Abetifi with the majority of time spent in Tease. We met with the local management committee for an update of project activities and assisted with three work projects: making bricks for a school, building a silo for grain storage, and painting the church. Participating in worship, spending a night with a pastor and his family, working side by side with our partners, and learning about use of the Pennies/Two-Cents funds were highlights of the experience.

COMMENTS BY PARTICIPANTS: "It was the best and worst experience I've had. The love and care for others that the Ghanaians share is amazing but their living conditions are the worst I have ever seen. Now I more clearly see their needs and plan to be a part of seeing that their conditions are improved." "I cannot imagine ever being the same again. My faith was strengthened by the Ghanaians, and I sensed that they were bolstered by our presence with them." "I feel a sense of sadness, leaving some of god's people in need of so much. I am rich!"

EXAMPLES OF FOLLOW-UP PLANS: Actively support Pennies/Two-Cents, become an advocate for Third World countries in terms of public policy, be less wasteful, share the experience, be more friendly and welcoming to strangers, to more open to the needs of people in NC, remember material possessions do not equal happiness.

GIFTS RECEIVED FROM OUR PARTNERS: In the 1994-95 Church Planning Calendar characteristics of Africans are listed as a part of the "Walking with Africans: A Healing Journey" theme. Those we experienced were:

- Praise and Joy - in their worship services, daily lives and interactions with one another and with us.
- The Power of God - evident in their lives through expressions of faith and trust and prayer throughout the day.
- Hospitality - as we were warmly welcomed into their homes, churches, and lives.
- Sharing - of their limited resources with amazing generosity.
- Human Relationships - which take precedence over the clock and schedules and allow time for interactions with one another.
- Family Values - the family is the building block of society.

A twenty-minute slide-tape presentation about the Ghana partnership is available from the Presbytery Office.

STEWARDSHIP EDUCATION

Michael Farris, Moderator

Doug Aitken presented the report for the Committee as he and other members of the Committee gave a visual interpretation of the 1995 Salem Presbytery Budget. The following churches were recognized: Guilford Park Presbyterian Church, highest percentage increase in per capita giving; New Creation Presbyterian Church, highest per capita giving for a small church; and First Presbyterian Church in Lexington, highest per capita giving for a large church.

CAMP GRIER

Bart Shaw, Director of Camp Grier, spoke briefly to the Presbytery regarding the 1994 summer camping program.

ACTIONS:

3. Presbytery gave thanks to God for a very successful 1994 Summer Camping Program at Camp Grier and prayed for spiritual growth of the 1994 Staff and the 1,535 campers who attended and the 932 who made decisions concerning Jesus Christ.
4. Presbytery expressed its appreciation to those who served as Volunteer Counselors, Pastors, Educators, Paid Staff, and Helpers during the 1994 program.

PERSONNEL COMMITTEE

S. Edwin Lewis, Moderator

The triennial evaluation for Dr. John Handley, Executive Presbyter and Stated Clerk of Salem Presbytery, was conducted by the Personnel Committee on September 27, 1994.

To gather information for the assessment, the Committee sent evaluation forms to 67 persons who have worked with Dr. Handley over the last three years or who have had opportunity to observe his work in our Presbytery. Thirty-eight responses were received, a return of 57%.

The review was based on information received from the respondents to the evaluation form and the insights of the members of the Personnel Committee as well as Dr. Handley's self appraisal and the Committee's conversation with Dr. Handley.

Responses provided by respondents were varied and candid. An overwhelming majority of the responses were positive and rated Dr. Handley as an effective and productive leader and administrator. His commitment to Christ and the Church, his ability to articulate his faith and ideas, his conciliatory and interpersonal skills, his sense of humor, his experience and positive attitude are his greatest strengths.

A few of the comments were either critical of Dr. Handley and/or suggested areas for improvement. These included: failure to respond to concerns in a timely manner; slow in taking the initiative when conflicts exist; failure to understand the concerns of smaller churches; style of leadership too "laid-back."

The Committee is aware of the vast responsibilities associated with the position and the dedicated and faithful work of Dr. Handley. The Committee feels that Salem Presbytery is blessed by God to have Dr. Handley provide leadership for this part of the Church of Christ. Therefore, it is a joyful privilege for the Personnel Committee to recommend the following:

ACTIONS:

5. Dr. John M. Handley was elected to an additional three-year term as Executive Presbyter and Stated Clerk, beginning January 1, 1995.

6. Salem Presbytery commended Dr. Handley for his dedicated and faithful work over the past three years and the Rev. Ed Lewis offered a prayer of thanksgiving and intercession for him.

CAMP NEW HOPE/PRESBYTERIAN POINT

Paul Ransford, Camp Director, gave a brief report regarding the 1994 summer camping program.

PEACEMAKING COMMITTEE

Gray Clark, Moderator

Steve McCutchan addressed several facets of the Peacemaking program. The Gulf Presbyterian Church was recognized for having signed the Commitment to Peacemaking.

BUDGET AND FINANCE COMMITTEE

Richard Orr, Moderator

1994 Financial Update: Benevolence income continues its downward trend both in absolute dollars as well as a percentage of budget expectations. The following table shows 9/30/94 year-to-date receipts as well as the percentage of the budgeted mission receipts for the last 5 years.

1990	1991	1992	1993	1994
64.017%	65.275%	65.072%	67.401%	63.801%
$1,262,946	$1,365,506	$1,322,257	$1,246,919	$1,164,374

At the present time we have no reason to expect that this downward trend will not continue through year end.

The overall income for Salem Presbytery itself through 9/30/94 is $699,747 versus a budget of $819,131. Overall expenditures for Salem Presbytery during the same period are $721,335 versus the budget of $821,360. Even though actual expenditures are under budget by $100,025, actual expenditures are over actual income by $21,588. All divisions have been notified of their own results and advised accordingly so that our overall financial situation at year end will be under control.

We have received our audited financial statement for December 31, 1993, from the accounting firm of Moose, Martin & Haynes, P.A., Certified Public Accountants. Once again this year we have received a non-qualified clean report.

ACTION:

7. The audited financial statement for the year 1993 was approved. (Appendix F, pp. 245-256.)

CHURCH DEVELOPMENT COMMITTEE

David Lee-Andrews, Moderator

*HYMN NO. 430 "Come Sing, O Church in Joy"

AN HISTORICAL REVIEW *Bill Hylton*

(A Brief History of the Northwest Guilford NCD is attached)

PRESENTATION OF "THE PETITION TO SALEM PRESBYTERY FOR THE ORGANIZATION OF THE CHURCH"

ACTIONS:

8. Salem Presbytery authorized the organization of new church in Oak Ridge, North Carolina, on Sunday, December 4, 1994, at a service of worship beginning at 10:00 a.m.

9. Presbytery appointed an Administrative Commission to take all steps necessary for the organization of the church, including at least the following actions:

   a. To lead the congregation in worship celebrating God's grace among us as the Lord has moved us to gather this congregation.

   b. To receive as members of the congregation those persons who have indicated their desire to unite together as members of this new church of Salem Presbytery, Presbyterian Church (USA), G-7.0201.

   c. To receive and act upon a name for the church. (The proposed name is "Oak Ridge Presbyterian Church".)

   d. To preside over the election of a pastor by the congregation and approve the terms of call. (The pastor-elect is the Rev. Rob Evans, currently serving as organizing pastor).

   e. To preside over the adoption of a plan for electing church officers and the election of elders for the Session. (Nominees have been chosen.)

   f. To install the pastor.

   g. To ordain and/or install the elders elected.

   h. To take any other actions necessary which pertain to the organization of this congregation.

10. The following persons were named to the Administrative Commission

NAME	RESPONSIBILITY	MINISTER/ELDER
Erwin Fuller	Preside	Elder
John Handley	Propound Questions	Minister
Albert Edwards	Preach the Sermon	Minister
Penny Musson	Charge the Minister	Elder
Sam Zealy	Charge the Congregation	Elder
John Truitt	Lead in Worship	Minister
Willie Garvin	Lead in Worship	Elder

The presbytery invited Albert Edwards of New Hope Presbytery to sit with the commission and to preach the sermon.

11. The Commission was called to meet on Sunday, December 4, 1994, at 9:15 a.m. at the new church site.

INTRODUCTION & CALL TO CELEBRATION *David Lee-Andrews, CDC Moderator*

WELCOME AND INTRODUCTION OF SPECIAL GUESTS

*LITANY FOR THE NEW CHURCH

Leader: God, you have set us in this time and place, called us as stewards of your love and grace.

PEOPLE: O KEEP US FAITHFUL, SET OUR SOULS AFIRE, AND BY YOUR SPIRIT ALL OUR WORK INSPIRE.

Leader: We [pledge] this [future] work of human hand; we will build it for your glory, may it firmly stand.

PEOPLE: MAY TRUTH BE PREACHED AND JUSTICE RIGHTLY DONE. IN CHRIST OUR SAVIOR MAKE US TRULY ONE.

Leader: Let doors and hearts provide a welcome there. Let walls and voices ring with songs of cheer.

PEOPLE: LET [PEOPLE] SPEAK OF BEAUTY AND OF LIGHT, LET SMILE AND [ACTION] SHOW YOUR LOVE ARIGHT.

Leader: Call youth and age into the halls for praise, then send them out for service all their days.

PEOPLE: WITH EYES WIDE TO SEE AND EARS PREPARED TO HEAR YOUR WORD OF PEACE AND CHALLENGE SPOKEN CLEAR.

Leader: So may the world become their neighborhood, each wishing each the right, the true, the good.

PEOPLE: WORD, FONT AND TABLE CALLING THEM TO BE BOUND UP IN CHRIST, IN CHRIST SET BOLDLY FREE. AMEN.

(From A Singing Faith. words copyright 1984 Jane Parker Huber. Used by permission.)

*HYMN NO. 442 "The Church's One Foundation"

PRAYERS OF THANKSGIVING AND INTERCESSION

*BLESSING AND BENEDICTION

LUNCH

Presbytery was adjourned with prayer by the Rev. Dr. John Handley at 12:30 p.m. for lunch.

AFTERNOON SESSION

The Moderator reconvened Presbytery at 1:30 p.m. The Reverend John Brearley led the prayers of thanksgiving and intercession and the dedication of the 2¢-A-Meal/Pennies offering.

SERMON OF CANDIDATE FOR ORDINATION

Nathan Byrd preached his sermon entitled, "When We Look Beyond," using Exodus 16:13-21 and II Corinthians 8:1-7 as his text.

ACTION:

12. Nathan Byrd's sermon presentation was approved as satisfactory by Presbytery.

EXAMINATIONS COMMITTEE
Russ Ward, Moderator

Presbytery proceeded with the examination of Candidate Nathan L. Byrd. He has passed the General Assembly Standard Exams, received a diploma from an accredited theological school, and has been examined and approved by the Examinations Committee of Presbytery.

RECEPTION OF NATHAN L. BYRD

ACTION:

13. Presbytery approved the committee and floor examination and sermon of Nathan L. Byrd.

    a. Nathan L. Byrd, a candidate of Philadelphia Presbytery, was received and will be ordained by Salem Presbytery so that he may accept the call to serve as Associate Pastor of the St. James Presbyterian Church in Greensboro, North Carolina. The effective date is September 1, 1994.

    b. His credo which follows was approved:

    I live in a world full of both joy and pain. I rejoice in the joy. The pain, however, reminds me that much of the world is hurting. As does the rest of humankind, I contribute to this hurting. The hurting is evident in our treatment of each other as well as in our destruction of God's good earth. City streets are filled with decay and violence. Biblical ideals of love and justice, ideals which are correct and good before God, are not honored.

    In response to the hurt in the world, people have many directions to turn to for relief from despair. I find that I have no other alternative but to turn to the God of Abraham and Sarah on my knees in prayer.

    I pray in the name of Jesus Christ. My relationship with Jesus Christ allows me to approach God with confidence despite my shortcomings. My faith expressed through Jesus Christ frees me for intimate fellowship with God. Jesus Christ is my Lord and Savior. He teaches me how to live with my neighbors. His teachings order my life. The love expressed through Jesus Christ spurs me to love others at the local level as well as in the global arena. His life, death, and resurrection give me hope in the face of a sometimes intimidating world.

    I am not alone in my discipline of constant prayer; I am part of a community of faith that centers its life and worship on the person and work of Jesus Christ. This body of believers gather because Jesus rose on the third day. As part of the gathering, the faith community celebrates the two Sacraments instituted by Jesus Christ. In Baptism, I believe that people of any age are initiated into the faith community before the Almighty God as believers announce their trust in God's promise. I believe that the Lord's Supper reminds the flock of God's promises as often as it is celebrated. The Sacraments, which are always accompanied by the preaching of the Word, encourage, strengthen, and confirm the faith of believers so that they may go out from worship and serve humanity in the world with confidence.

I believe the Holy Scriptures, both the divinely inspired Old and New Testaments, are the written word of God. These Scriptures, interpreted by the Spirit, instruct the community of faith because they are authoritative for the faithful. Daily Bible reading nourishes my faith in God through Jesus Christ.

Coequal with God the Father, our Creator, and His only begotten Son, Jesus Christ, is the Holy Spirit, everywhere the giver and renewer of life. The Spirit makes the presence of God real at the baptismal font and the Lord's Table. The Holy Spirit draws all believers into divine fellowship with the triune God. The Spirit empowers the community as it struggles to witness to hope in the face of despair.

Hence, I believe that the Church of Jesus Christ encounters the joys and pains of life with confidence. This confidence will continue until the promised final triumph of God.

c. Presbytery approved the establishment of an Associate Pastoral relationship between Mr. Byrd and the St. James Presbyterian Church effective September 1, 1994; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502.g.) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$17,500.00
Housing Allowance	5,250.00
Social Security	1,740.00
Automobile Allowance	2,800.00
Book Allowance	750.00
Benefits Plan	6,857.00
Moving Costs	Provided
Vacation	Four Weeks
Study Leave	Two Weeks

d. The following Administrative Commission was approved to ordain and install him as an active member of Salem Presbytery on November 6, 1994, at 4:00 p.m. at the St. James Presbyterian Church, Greensboro, North Carolina.

NAME	RESPONSIBILITY	MINISTER/ELDER
J. Herbert Nelson	Preside & Propound the Constitutional Questions	Minister
Charles Heyward (Guest)	Preach the Sermon	Minister
Donald P. Scott (Guest)	Charge the Minister	Minister
Aleta Bradford	Charge the Cong.	Elder
Robert Rush	Prayer of Illumination	Elder
Thomas Lane	Prayer of Installation/ Ordination	Minister
Joanne Hull	Confession & Assurance	Minister

e. Mr. Byrd was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

Presbytery proceeded with the examination of Murv' Lucilius Gardiner, Robert E. Osman, A. Franklin Thomas, Jr., and Daniel Charles Wilkers. Each has been examined and approved by the Examinations Committee of Salem Presbytery.

RECEPTION OF MURV' LUCILIUS GARDINER

ACTION:

14. Presbytery approved the committee and floor examination of Murv' Lucilius Gardiner in accordance with Book of Order G-11.0402.

    a. The Reverend Murv' Lucilius Gardiner was received into Salem Presbytery from the Presbytery of the James so that he may accept the call of the Beulah Church and Wilkes Chapel in North Wilkesboro, North Carolina, effective September 15, 1994.

    b. His credo which follows was approved:

I am part of the community of the Reformed tradition. Therefore, I enthusiastically seek to participate in the stance for reconciliation and redemption which have historically been two major issues within this community. However, I must stress that reconciliation and redemption are made possible through the presence and power of the Holy Spirit. Jesus Christ is the fulfillment of God's work of reconciliation and redemption. God's work of redemption in Jesus Christ encompasses all of life. It embraces the socio-cultural, political, economic, ecological, and technological dimensions of life. God is my Creator, who acted in the history of Israel, and the Early Church. Both Israel and the Church are partners in waiting for ultimate redemption. For God covenanted with Israel and the Early Church. For me, one cannot know God without knowing him or herself. And one cannot know him or herself without knowing God. But thanks be to God! Christ is the difference. For He becomes the mirror by which we see God as well as humanity's total wretchedness. We know God through the revelation and love of Christ.

Only by faith in Christ is my righteousness attainable. And as Paul puts it, "All I care for is to know Christ, to experience the power of His resurrection, and to share His sufferings, in growing conformity with His death, if only I may finally arrive at the resurrection (anastasin) from the dead." (Phil.3:10-11) My soul bears witness to the authoritative word of God.

Central to my faith is God's commitment to the oppressed. And I see this commitment as the church's mission to the world. Central to my faith also, is a deep longing for God's coming Basileia (kingdom), and God's redemptive justice. I look forward to the future, when there will be a better world.

The church was called into being by the power of the Holy Spirit. In the Spirit, the church feels love and hope, and finds a future. It is the Spirit of God that empowers the church for the liberation of this world.

The church sprang up from real experiences with the One who was crucified, and alive forever more. The two sacraments of the church, Baptism and the Lord's Supper, both point to the presence and power of the Holy Spirit. In Baptism, the church corporately celebrates a covenantal renewal with God and God's people. In the Lord's Supper, the church celebrates the reconciliation of God with humanity, and the joy of eating and drinking at the Lord's table.

I believe in the Trinity of God, which means that there are three persons, Father, Son, and Holy Spirit, who are consubstantial, coeternal, and coequal.

In Christian faith, we must never be satisfied with the world as it is. The Risen Christ encounters us "to feed the hungry, clothe the naked, give sight to the blind, and to set at liberty the oppressed." (Luke 4:18) The church must transcend humanity's greed and pride. The church must do like the children of Israel, who in the midst of all their despised conditions were able to look on the other side of the Jordan. When they looked over Jordan they saw as they hoped for an eschatological future of Yahweh's reign and justice.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Gardiner and the Beulah Church and North Wilkesboro Church (Wilkes Chapel) in North Wilkesboro, North Carolina, effective September 15, 1994; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g.) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

North Wilkesboro Church (Wilkes Chapel) (One-fourth time)

Salary	$4,810.00
Housing Allowance	1,313.00
Automobile Allowance	700.00
Benefits Plan	1,715.00
Continuing Education	136.00

Beulah Church (Part-time)

Salary/Social Security	$9,620.00
Housing Allowance	2,625.00
Automobile Allowance	1,400.00
Benefits Plan	3,430.00
Continuing Education	275.00

d. The following Administrative Commission was approved to install him on November 13, 1994 at 4:00 p.m. at Beulah Presbyterian Church, North Wilkesboro, North Carolina:

NAME	RESPONSIBILITY	MINISTER/ELDER
Michael Warren	Preside & Propound the Constitutional Questions	Minister
Joe Spears	Preach the Sermon	Minister
Catherine Reed	Charge the Minister	Minister
Elsie Scott (Beulah)	Charge the Congreg.	Elder
David Heil	Lead in Worship	Minister
Becky Pannel (Wilkes Chapel)	Charge the Congreg.	Elder
Ed Gregory	Lead in Worship	Elder
James Henderson		Minister
Thomas Vinson		Elder

e. Mr. Gardiner was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF ROBERT E. OSMAN

ACTION:

15. Presbytery approved the committee and floor examination of Robert E. Osman in accordance with Book of Order G-11.0402.

    a. The Reverend Robert E. Osman, honorably retired, was received into Salem Presbytery from the Presbytery of Santa Barbara.

    b. His credo which follows was approved:

    After 49 years of ordained ministry, I find my statement of faith very simple. God is my heavenly Father, the Creator of the world and of man. Jesus Christ, the Son of God, is my Lord and Savior. I trust in Him completely and serve Him to the best of my ability. The Holy Spirit is the very source of my spiritual life. He is the third person of the Trinity and is active in the Christian's life.

    In my younger years I would write a more profound statement of faith. Now I have found that God protects me, Jesus Christ loves me, the Holy Spirit inspires me. I have tried to be a faithful servant of the Lord and of the Presbyterian Church through these years - and intend to do so for the remaining years of my life.

    c. Mr. Osman was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF AL FRANKLIN THOMAS, JR.

ACTION:

16. Presbytery approved the committee and floor examination of Al Franklin Thomas, Jr. in accordance with Book of Order G-11.0402.

    a. The Reverend Al Franklin Thomas, Jr. was received into Salem Presbytery from New Hope Presbytery so that he may accept the call to be Pastor of the Speedwell Presbyterian Church in Reidsville, North Carolina, effective October 1, 1994.

    b. His credo which follows was approved:

    God's grace, given at great Divine cost and received needfully and thankfully into my life, is the only sure and certain hope of my Christian experience. I believe to the depths of my soul and intellect that God is love and that it is His love alone that sustains us all the days of our lives. My faith and Christ's Church are crucial components of my personal identity, calling me to a life of individual commitment, shared accountability, intellectual integrity, emotional solace and support, and relationships of responsible compassion and mutual forgiveness. My Christian experience and eventual call to the ministry have been neither by religious osmosis, nor by the Damascus Road, but, by a gradual maturing and responding, sometimes quite honestly, by "kicking and screaming" into the sanctuary of faith and trust; sometimes, quite painfully, into the crises of doubt and despair, dedicated solely to the Christ beyond my limited vision and human inadequacies.

I believe in God Who created the heavens and the earth and found it good; the liberating God of the Exodus, Who made a covenant with Abraham, Moses, and David; the God Who sent us Himself in Jesus Christ, telling and showing us how to love God with all our heart, mind, soul, and strength, and our neighbor as ourself; Who told us to seek first the rule and household of God, and Who was faithful and obedient "even unto death." I believe in the Holy Spirit Who helps us to know and confess Christ as the Lord of our being, Who comforts, counsels, and empowers our walk in faith. I believe in the Trinity, in every person of the Godhead, each revealing a unique, essential dimension of the Divine nature: "the God Who made us, the Son Who makes us free, the Holy Spirit Who makes us one."

I believe that the Scriptures of the Old and New Testament are authoritative, that Scripture is a gift from God to which our best responses are gratitude, faithfulness, and obedience, for the Scriptures are our rule of faith and practice. The Holy Spirit brings together our finite minds, our hungry souls, and the Word of God written and read. This is so we might be given an appetite to hunger and thirst after justice and righteousness, so that even the strangers within our gates and strangers within whose gates we stand, will wish to be citizens together of God's Kingdom.

There are two sacraments in our Reformed tradition, baptism and communion, which are mandated to Jesus Christ.

These sacraments are visible symbols designed to signify our inward experiences of grace, of loving, cleansing, forgiving, welcoming, reconciling, celebrating, remembering, rejoicing, thanking, and obeying. We are baptized into Christ, we partake of Him, we participate in what He orders. He is our oneness; the elements in the communion epitomize how Christ is common to all of us and whole to each of us.

The Government of the Presbyterian Church (USA) gives structure and continuity to the Oneness of the body of Christ and the variety of gifts given to the members of that body. The courts of the church function to give order to the Church, as we join in mission together, beyond our local congregations, for the world God created and for which Christ died. We in the Church have been given a variety of gifts from the unsearchable treasures of Jesus Christ: "we wear a coat of many colors, but it is a seamless robe."

I believe we glorify God by living in faith, hope, and love....in the assurance that the kingdoms of this world will become the Kingdom of our Lord Jesus Christ....and that we are never alone....in life, in death, in the life beyond death, for God Himself is with us.

c. Presbytery approved the establishment of a Pastoral relationship between Al Franklin Thomas, Jr. and the Speedwell Presbyterian Church, effective October 1, 1994; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g.) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

*Salary plus Housing	$25,917.00
Automobile Allowance	2,800.00

Major Medical	7,256.00
Moving Costs	Provided
Continuing Education	600.00
Dental Coverage	623.00
Life Insurance	190.00

*Up to 45% of this amount may be claimed as housing.

Vacation	Four weeks
Study Leave	Two weeks

d. The following Administrative Commission was approved to install him on November 20, 1994 at 5:00 p.m. at the Speedwell Presbyterian Church, Reidsville, North Carolina:

NAME	RESPONSIBILITY	MINISTER/ELDER
Jim Rissmiller	Preside & Propound the Constitutional Questions	Minister
Alexander McGeachy (Guest)	Preach the Sermon	Minister
Edwin C. Brammer	Charge the Minister	Minister
Dan Moore	Charge the Congreg.	Elder
Jeanette Rodenbough	Lead in Worship	Minister
Lucy M. Rankin	Prayer of Installation	Elder
A. Frank Thomas	Read the Scripture	Elder
Nori Torbert	Read the Scripture	Elder

e. Mr. Thomas was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF DANIEL CHARLES WILKERS

ACTION:

17. Presbytery approved the committee and floor examination of Daniel Charles Wilkers in accordance with Book of Order G-11.0402.

a. The Reverend Daniel Charles Wilkers was received into Salem Presbytery from New Hope Presbytery to accept the call as Pastor of the Parkway Presbyterian Church in Winston-Salem, North Carolina, effective October 1, 1994.

b. His credo which follows was approved:

I believe in the mysterious love that is the triune God. Our trinitarian understanding of God's being helps us to comprehend the uniqueness of God's being and the qualitative difference between humanity and divinity. While our tradition has named the persons of the Trinity as Father, Son and Holy Spirit, it is helpful to me to understand God as Being in Community. This God seeks to engage humanity in relationship out of love and commitment to our good. The covenant history of people with God, the exhortation of prophetic voices to heed covenant obligations, the persistent revelations of God's intentions for the created order all seek to reinforce our response to God's initiatives.

I believe that Jesus Christ is the most complete revelation of God to us. As a fully human being Jesus models human life with God and with each other. As a fully divine being Jesus demonstrates God's deep love for us and reveals God's will for human life. The powerful love of God expressed in the life, ministry, death and resurrection of Jesus claim us with hope and impel us toward community with God's other children. In Jesus Christ we find the separation of our sin overcome and new relationship established between ourselves and the God who claims us.

I believe that the Holy Spirit gives us faith and binds us together with others who are, likewise, trying to live faithfully. The Holy Spirit forms the Church in us and inspires the rich diversity of expressions the one faith takes in human life. It is the Holy Spirit that enhances our gifts so that they may be applied to the work of building community, establishing justice and enabling peace in our lives and in the life of the world.

I believe that the Holy,catholic Church is the most prominent means that God uses to effect the divine will in human life. The Church is one as we realize and claim for ourselves the unity given to us in following the same Lord. As we are faithful to our common vocation we find a new and strong sense of community with others, and we are enabled to experience the breadth of God's grace and love in the diversity of life experiences which our sisters and brothers articulate.

I believe that we are faithful in openness. God's Spirit continues to move in our lives and in the life of the world in ways not always expected nor recognized by us. As we open ourselves to the depth of relationship with the living God, we find new ways of joining the Spirit in ministry. Our openness helps us to appreciate our particular tradition and remain in dialogue with those whose traditions vary from our own. This openness should be affirmed and practiced in our worship, our fellowship and our service. As we strive for this quality in our lives we are guided by the uniquely authoritative witness of Scripture and by the disciplines we practice together and individually.

I further believe that God remains actively involved in the life and affairs of the world moving the entire created order to the fullness of God's kingdom. As we engage in the life of faith, we are joining our efforts to the inscrutable movement of God toward a time when the world will experience the wholeness and fulfillment of life with the author of life.

c. Presbytery approved the establishment of a Pastoral relationship between Daniel Charles Wilkers and the Parkway Presbyterian Church, effective October 1, 1994; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g.) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$32,000.00
Housing Allowance	14,250.00
Benefits Plan	13,940.00
Automobile Allowance	1,872.00
Book Allowance	1,500.00
One-half Social Security	3,538.00
Moving Costs	Provided
Vacation	Four weeks
Study Leave	Two weeks

d. The following Administrative Commission was approved to install him on November 20, 1994 at 4:00 p.m. at the Parkway Presbyterian Church in Winston-Salem, North Carolina:

NAME	RESPONSIBILITY	MINISTER/ELDER
Ann Jahnes	Preside & Propound the Constitutional Questions	Minister
James McKinnon (Guest)	Preach the Sermon	Minister
Sam Stevenson	Charge the Minister	Minister
Steve Martin	Charge the Congreg.	Minister
Cynthia Kirkman	Prayer of Installation	Elder
William Shouse	Assist in Liturgy	Elder

e. Mr. Wilkers was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

COMMITTEE ON MINISTRY

Ann Jahnes/Jim Rissmiller, Co-Moderators

Ministers moving within the Presbytery

ACTION:

18. The call of the Westminster Presbyterian Church in Greensboro, North Carolina, to the Reverend Cynthia R. Higgins (Part time) to serve as Associate Pastor was found in order and the Terms of Call (printed below) were approved; and the call was placed in her hands. The Committee On Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is November 20, 1994.

Salary	$ 7,135.84
Housing Allowance	12,000.00
Automobile Allowance	900.00
Benefits Plan	5,358.04
Medical Reimbursement	2,606.12
Continuing Education	1,000.00
Vacation	Four weeks
Study Leave	Two weeks

The following Administrative Commission was approved to install her on November 20, 1994, at 11:00 a.m. at Westminster Presbyterian Church, Greensboro, North Carolina:

NAME	RESPONSIBILITY	MINISTER/ELDER
George Carpenter	Preside & Propound the Constitutional Questions	Minister
Frank Dew	Preach the Sermon	Minister
Kathy Carpenter (Guest)	Charge the Minister	Minister
Rick Betton	Charge the Congreg.	Elder

Robert Henderson	Lead in Worship	Minister
Dois Rosser (Guest)	Prayer of Installation	Elder
Addison Hill	Lead in Worship	Elder

ACTION:

19. The call of the Trinity Presbyterian Church of Winston-Salem, North Carolina, to The Reverend Laura M. Spangler to serve as Co-Pastor (Part time) was found in order and the Terms of Call (listed below) were approved; and the Call was placed in her hands. The Committee On Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is November 20, 1994.

Salary	$11,193.00
Housing Allowance	2,625.00
Automobile Allowance	1,400.00
Benefits Plan	3,869.00
Continuing Education	350.00
Vacation	Four weeks
Study Leave	Two weeks

The following Administrative Commission was approved to install her on November 20, 1994, at 7:30 p.m. at the Trinity Presbyterian Church, Winston-Salem, North Carolina:

NAME	RESPONSIBILITY	MINISTER/ELDER
Jim Rissmiller/ Ann Jahnes	Preside & Propound the Constitutional Questions	Minister
Maggi Henderson (Guest)	Preach the Sermon	Minister
Carlton Eversley	Charge the Minister	Minister
Margaret Elliott (Guest)	Charge the Congreg.	Elder
David Flagg	Lead in Worship	Elder
Inis Johnson	Lead in Worship	Elder
Thelma Hines	Complete the Commission	Elder
Gail Porter Nelson	Prayer of Installation	Minister

ACTION:

20. In light of Recommendation #19 above, the designation of the Reverend Stewart Ellis as Pastor of the Trinity Presbyterian Church, Winston-Salem, North Carolina, was changed to Co-Pastor and that the previously approved Administrative Commission to install the Reverend Laura Spangler as Co-Pastor will also serve to install the Reverend Stewart Ellis as Co-Pastor at the same date, place and time.

ACTION:

21. The call of the Oak Ridge Presbyterian Church in Oak Ridge, North Carolina, to the Reverend Robert C. Evans, III to serve as Pastor when it is organized as a congregation by Salem Presbytery was found in order and the terms of the call (printed below) were approved. The Committee On Ministry, in accordance with the Book of Order (G-14.0513f), gave its approval for the new church developing in Oak Ridge to call its organizing pastor. The effective date is December 4, 1994.

Salary	$25,683.00
Social Security Equivalent	3,051.00
Housing Allowance	14,200.00
Automobile Allowance	4,000.00
Educ./Book Reimbursement	1,000.00
Benefits Plan	12,022.00
Dental Insurance	870.00
Vacation	Four weeks
Study Leave	Two weeks

The following Administrative Commission was approved to install him on December 4, 1994, at 10:00 a.m. at the Oak Ridge Presbyterian Church in Oak Ridge, North Carolina.

NAME	RESPONSIBILITY	MINISTER/ELDER
W. Erwin Fuller, Jr.	Preside	Elder
John M. Handley	Propound the Constitutional Questions	Minister
Albert Edwards (Guest)	Preach the Sermon	Minister
Penny Musson	Charge the Minister	Elder
Sam Zealy	Charge the Congregation	Elder
John Truitt	Lead in Worship	Minister
Willie Garvin	Lead in Worship	Elder

Dissolution of Pastoral Relationship

ACTION:

22. The pastoral relationship between The Reverend Robert Bryant and the Cross Roads Presbyterian Church, Mebane, North Carolina, was dissolved effective August 31, 1994, so that he might enter further study at Union Theological Seminary in Richmond, Virginia.

Request to Labor Outside the Bounds of Salem Presbytery

ACTIONS:

23. The Reverend Robert Bryant was granted permission to labor outside the bounds of Salem Presbytery for a period of one year, effective September 1, 1994, so that he might engage in further study at Union Theological Seminary in Virginia, in the bounds of the Presbytery of the James.

24. The Reverend Robert B. Childs, Jr. was granted permission to labor outside the bounds of Salem Presbytery for a period of one year, effective September 15, 1994, so that he might serve as Interim Pastor of the Cape Fear Church in Wilmington, North Carolina, in the bounds of Coastal Carolina Presbytery.

25. The Reverend H. Reid Montgomery, was granted permission to labor outside the bounds of Salem Presbytery for a period of one year, effective September 1, 1994, so that he might teach in the Department of Religious Studies at UNC-Charlotte, in the bounds of the Presbytery of Charlotte.

Request for Inactive Status

ACTION:

26. The Reverend Ethel Simonetti, upon her request, was granted inactive status, effective November 1, 1994.

Requests to Labor Inside the Bounds of Salem Presbytery

ACTIONS:

27. The Reverend Ernest L. Stoffel, a member of Charlotte Presbytery, was granted permission to labor inside the bounds of Salem Presbytery to serve as a supply pastor.

28. The Reverend Elizabeth Inman, a member of Western North Carolina Presbytery, was granted permission to labor inside the bounds of Salem Presbytery while in residency for pastoral care at North Carolina Baptist Hospital and was placed on the Pulpit Supply List.

29. The Reverend David McCarthy, a member of the Presbytery of Susquehanna Valley, was granted permission to labor within the bounds of Salem Presbytery to serve as Interim Pastor and Moderator of the Session of Cross Roads Presbyterian Church, Mebane, North Carolina, for a period of one year, beginning October 1, 1994.

30. The Reverend Paul Felker, a member of Western North Carolina Presbytery, was granted permission to labor within the bounds of Salem and was placed on the Pulpit Supply List.

Interim Pastor Relationship

ACTION:

31. The Reverend John Wilkerson was granted permission to serve as Interim Pastor at the First Presbyterian Church, Lexington, North Carolina for a one-year period, effective September 1, 1994, through August 31, 1995.

Appointment of Moderator of Sessions

ACTIONS:

32. The Reverend Z. Holler was appointed as Moderator of the Session of the Faith Presbyterian Church, Greensboro, North Carolina.

33. The Reverend Warren Brannon was appointed as Moderator of the Session at Piedmont Presbyterian Church, Burlington, North Carolina.

34. The Reverend Angus McGregor was appointed as Moderator of the Session at Madison Presbyterian Church, Madison, North Carolina.

Minister Transferring to Another Presbytery

ACTION:

35. The Reverend Ronald Smith, Member at Large, was transferred to Charlotte Presbytery.

Renewal of Stated Supply Relationships

ACTIONS:

36. The Stated Supply relationship between the Reverend Jamie B. Pharr and the Bethany Presbyterian Church, Statesville, North Carolina, was renewed from September 1, 1994 through February 28, 1995.

37. The Stated Supply relationship between the Reverend Donald Mimbs and the New Salem Presbyterian Church, Stony Point, North Carolina, was renewed from June 1, 1994 through December 31, 1994.

38. The Stated Supply relationship between The Reverend James Mitcham and the Shady Side Presbyterian Church, Lexington, North Carolina, was renewed from September 1, 1994, through February 28, 1995.

Request for Retirement

ACTION:

39. The Reverend William J. Wrenn, Jr. was granted the status of Honorably Retired, effective August 30, 1994.

Temporary Supply Relationship

ACTION:

40. The credentials of the Reverend Nellie Bescher, a member of the Evangelical Alliance Church, were found in order and that she was granted permission to serve as Temporary Supply Pastor at the Whispering Pines Presbyterian Church, Asheboro, North Carolina, per Book of Order G-14.0514 that states, "Ordained ministers of other Christian Churches may be employed by the session of a particular church in a temporary pastoral relationship, provided that such ministers present to the presbytery credentials of good standing in the ecclesiastical body to which they belong, and provided that presbytery gives the approval to the temporary pastoral relationship."

Validation of Ministry

ACTION:

41. The Chaplain (part-time) of Greensboro Urban Ministry was declared a validated ministry in accordance with the Book of Order (G-11.0403), and the Reverend Frank Dew was granted permission to labor in this validated ministry in service beyond the jurisdiction of the church (G-14.0411) for a period of one year, effective November 1, 1994.

Authorization to Celebrate the Lord's Supper

ACTION:

42. The Committee on Ministry was given approval to celebrate the Lord's Supper at its retreat January 20-21, 1995.

Changes in Terms of Call

43. The following changes in terms of call were approved:

CHANGES IN TERMS OF CALL

NAME:	CHURCH:	LOCATION:
Robert W.Herron	Presbyterian Coulseling Center	Greensboro, NC

30,381.00	Salary	1,759.00	Health Insurance
13,000.00	403-B Fidelity	670.28	Disability Insurance
20,254.40	Housing Allowance		
		4 weeks	Vacation
		2 weeks	Study Leave
$66,066.00	Total Compensation	$66,066.00	Total Cost to Church

NAME:	CHURCH:	LOCATION:
David M. Cameron	Presbyterian Counseling Center	Greensboro, NC

17,400.00	Salary	5,120.00	Health Insurance
3,000.00	403-B Fidelity	3,480.00	Pension
11,600.00	Housing Allowance		
		4 weeks	Vacation
		2 weeks	Study Leave
$40,600.00	Total Compensation	$40,600.00	Total Cost To Church

SEXUAL MISCONDUCT RESPONSE TEAM

Rick Wurst, Ann Jahnes, and Maggi Henderson spoke of the work of the team and introduced the members of the team:

Mr. John Barney
Rev. Carl Dumford
Ms. Anne Hall
Rev. Maggi Henderson
Rev. Ann Jahnes
Ms. Betty Jones
Mr. Mike Kirkpatrick
Ms. Sophie Kivett
Rev. Phyllis Kort
Rev. Lisa Mullen
Rev. Laura Spangler
Rev. Rick Wurst

NOMINATING COMMITTEE

ACTION:

44. Salem Presbytery elected the following persons to fill vacancies in the structure as stated:

__DIVISION MODERATORS AND COMMITTEES__

Administrative Services

Jim Price	WS First

Church Development		
Don Hart	Prospect	r. Hylton
Church in the World		
____________		r. Couch
Congregational Life		
____________		r. Stewart
Outdoor Ministries		
Rev. Guy Hunt	Danbury Community	

ADULT MINISTRY

Moderator: Rev. Chris Zorn	John Calvin	r. Powers
Class of '97		
____________		r. Powers

BUDGET AND FINANCE

Moderator: Rev. Jud Milam	St. Andrews	r. Orr
Class of '97		
Graham Lynch	WS First	r. Bamford
Rev. E. B. Freeman	HP St. Paul	r. Orr
Martin Richwine	Madison	r. Lowe

CAMP GRIER

Moderator: Robert Habershaw	Beulah	

CAMP NEW HOPE/PRESBYTERIAN POINT

Moderator:__________		r. Bryant
Class of '95		
______________		r. Bryant
Class of '97		
Dick Fisher	Burlington First	r. Ray

CHILDREN'S MINISTRY

Co-Moderators:		
Donna Chase	Alamance	r. Burke
Edye Williamson	N. Wilkesboro	r. Burke
Class of '97		
___________		r. Tolar

CHURCH DEVELOPMENT

Moderator: Marsha Hooks	Comm. in Christ	r. Andrews
Class of ’97		
William Cleveland		r. Andrews
Rev. Mac Foust	Retired	r. Hankins

COMMUNICATIONS

Moderator:______		
Class of ’95		
____________		r. Lloyd
Class of ’96		
____________		r. Garrison
Class of ’97		
____________		r. Bullock

COUNCIL

Moderator: Murray White	HP First	
Class of ’97		
John Barney	Ch. of the Covenant	r. Fleming
Rev. Charlie Williams	Burlington First	r. Cope
Rev. Steve Moss	Thyatira	r. Steele

CRIMINAL JUSTICE/PRISON MINISTRY

Moderator:______		r. Kirkpatrick
Class of ’95		
____________		r. Lowery
Class of ’96		
____________		r. Randlemen
____________		r. Campbell
Class of ’97		
____________		r. McAlexander
____________		r. Vanstory

ECUMENICAL RELATIONS

Moderator: Lois Brake	Grace	
Class of ’96		
Inis Johnson	Dellabrook	r. Simonetti
Class of ’97		
Rev. Jean Rodenbough		r. Freeman
Rev. Paul Snell	Contact	r. Peraldo

EDUCATIONAL MINISTRIES

Moderator:______		r. Patterson
		r. Welborn
Class of '96		
Elaine Sampson	Forest Park	r. Jolly

EVANGELISM

Moderator: Rev. Ron Bowie	Boone First	r. Howard
Class of '97		
Rev. Dan Thornton	Salisbury Second	r. Thurston
Rev. Phillip Pogue	Glendale Springs	r. Ritchel

EXAMINATIONS

Moderator: Rev. David Kivett	Reidsville First	r. Ward
Class of '97		
Rebecca Falter	Dogwood Acres	r. Miller
Caroline Wright	Highland	r. Brammer
John Edwards	Greensboro First	r. Ward

GOALS AND EVALUATIONS

Moderator: Rev. Norm Whitney	Bethany	*
Class of '95		
Lib McPherson	Yanceyville	r. Grant
Class of '96		
__________		r. Smith
Class of '97		
Don Castleman	WS First	r. Booker

HIGHER EDUCATION

Moderator: Jim Van Hecke	Greensboro First	

HUNGER

Moderator: Harvey Walker	Alamance	r. Clawson
Class of '96		
__________		r. Henderson
Class of '97		
Rev. George Carpenter		r. Keating
Dorena Stevenson	Freedom	r. Keaton
Idella McClelland	Freedom	r. Cameron
__________		r. Clawson

INTERNATIONAL MISSIONS

Moderator: Christie Leininger	G’boro St. Paul	
Class of ’96		
__________		r. Hooper
Class of ’97		
Chis Rodenbough	Pine Hall	r. Mutch
__________		r. Metzel

MINISTRY

Co-Moderators:		
Rev. Jim Rissmiller	Comm. in Christ	
Rev. Ann Jahnes	Yadkinville	
Class of ’96		
Rev. David Henry	Vandalia	r. Hill
Class of ’97		
Rev. Malcolm Bullock	Salisbury First	r. Dickens
Rev. Fred Horner	Greensboro First	r. Lane
Rev. Rick Wurst	Stony Creek	*
Hervy Martin	Parkway	r. Swaim
Rev. Lucius Gray	Alamance	r. Spangler
Constance Purcell	Mt. Tabor	r. Hartsell

OUTDOOR MINISTRIES

Class of ’97		
Nancy Cox	Vandalia	r. Fudge
Ex Officio		
Rev. Jim Layman	Starmount	r. Bryant

PEACEMAKING

Moderator: Pat Stephens	Trinity-Elon College	r. G. Clark
Class of ’95		
Rev. Angus McGregor	Madison	r. S. Clark

PERMANENT JUDICIAL COMMISSION

Moderator: __________		r. Stewart
Class of ’97		
Rev. Jeff Falter	Dogwood Acres	r. Hundley
Rod Ligon	WS First	r. Routh
__________		r. Stewart

PERSONNEL

Moderator: Ed Lewis	Mooresville First	
Class of '96		
Rev. James Henderson	Calvary	r. Tatum
Class of '97		
Ken Lesley		r. Shetler

PREPARATION FOR MINISTRY

Moderator: Rev. Frank Allen	Burlington Westminster	
Class of '97		
Rev. Scott Woodmansee	High Point First	r. Bates
Rev. Dennis Sebesan	Jamestown	r. Rodenbough
__________		r. Carpenter

PROFESSIONAL DEVELOPMENT

Moderator: ______		r. Wilson
Class of '97		
__________		r. Ellington
__________		r. Gray

RACIAL ETHNIC

Moderator: ______		r. Stevenson
Class of '95		
Pat Morgan	Reidsville First	

REPRESENTATION

Moderator: Rev. Joe Spears	Mt. Tabor	*
Class of '97		
Harold Jackson	Asheboro First	r. Stevenson
__________		r. Buie
__________		r. Smith

RESOURCE CENTER

Moderator:______		
Class of '97		
__________		r. Thompson
__________		r. Hegner

SINGLES MINISTRY

Moderator: _____

SMALL CHURCH SUPPORT

Moderator: Rev. Bill Hayes	Smyrna/Wentworth	r. Henry
Class of '97		
Rev. Clark Porter	Retired	r. Henry

SOCIAL JUSTICE

Moderator: Rev. Dale Davidson	Ch. of the Cross	r. Partington
Class of '95		
___________		r. Carruth
Class of '96		
Charlie Rose	Shallowford	r. Hawkins
Class of '97		
Rev. William Jones	Reid Memorial	r. Wharton
Rev. Jeff Smith	Memorial	r. Duckwall
Vivian Stogsdill		r. Partington

SPIRITUAL FORMATION AND ENRICHMENT

Moderator: _______		r. Dew

STEWARDSHIP EDUCATION

Moderator: Cynthia Kirkman	Highland	r. Farris
Class of '95		
Rev. Joel Long	Eden First	r. Gupton
Class of '97		
Robert Turner	WS First	r. Farris

WOMEN'S MINISTRY

Moderator: Gayl Knox	Lansing	

WORSHIP AND MUSIC

Moderator: Julia Richmond	St. James	

YOUTH MINISTRY

Moderator:_______		r. Chase
Class of '97		
Adrienne Williams	Salisbury Trinity	r. Henderson
___________		r. Metropol

***Asking Presbytery to make an exception to allow Moderator to serve for a third year.**

ACTION:

45. The Nominating Committee was asked to continue to seek Moderators to fill the vacancies which still remain in the Presbytery structure and Council was empowered to appoint those so nominated in the interim before the next meeting of Salem Presbytery.

According to Salem's General Assembly Commissioner election policy, Alternate Commissioners become Principal Commissioners the following year. Therefore, the following 1994 Alternate Commissioners become Principal Commissioners for the 1995 Assembly:

Principal Ministers

The Rev. Jamie Pharr	(Bethany)
The Rev. Patricia Stewart	(First Christian)
The Rev. Lucius Gray	(Alamance)
The Rev. Samuel Stevenson	(Grace)

Principal Elders:

Ms. Moe Hooper	(Reidsville First)
Ms. Dorothy Mintz	(Logan)
Mr. Bill Cleveland	(Westminster)
Ms. Edith Wasko	(Pittsboro)

Youth Advisory Delegate

Miss Melissa Raymer	(Thyatira)

REPORT OF THE STATED CLERK

SESSIONAL RECORDS REVIEW

Seven additional churches have submitted their 1993 records for review. Those Approved were:

Cameron
Fairmont
(First) Statesville

Those Approved, Pending were:

Pine Ridge
Rumple Memorial
(Second) Salisbury
Yadkinville

The following church's records were changed from Approved, Pending to Approved after appropriate changes were made:

First (Thomasville)

125 churches have presented their 1993 records for review. 113 were approved and 12 were approved pending corrections or additions. 29 churches have not presented their 1993 records for review.

Notice of Incorporation In Accordance with G-7.0400

CHURCH	DATE OF INCORPORATION
First Presbyterian Church (Winston-Salem)	June 8, 1994

Former Orange Presbytery and Yadkin Presbytery ministers who transferred to Salem Presbytery, January 1, 1989

Due to an omission in the initial Minutes of Salem Presbytery (1/7/89), the following ministers were not listed as transferring to Salem as it was established:

From Orange Presbytery

Wyatt Aiken, Jr.
Frank J. Allen
James H. Allen
Tom Anderson
Lawrence W. Avent
Jonathan C. Barker
Edwin C. Brammer, Jr.
Warren C. Brannon
Charles L. Brown
Tyrone Burkette
Robert E. Button
Cecil C. Callis
Bill Carmines
Philip R. Gehman
Sherron K. George
Carter B. Gillespie
Lucius A. Gray
William C. Hayes
DeWitt F. Helm
Robert W. Herron
Cynthia R. Higgins
Z. H. Holler
Linn "Rus" Howard
Joanne R. Hull
J. Benjamin Kirkland
Phyllis M. Kort
Donald E. Lannon
Robert E. Lee
Wilkes Macaulay
John R. McAlpine, III
Jerry McCann
James M. McDaniel
Charles McKee
George C. Carpenter
Charles E. Carter
William H. Chappell
Carole F. Chase
Robert R. Childs
M. Gray Clark
S. Jay Click
Mary Boyd Click
Clyde Cook
William Currie
Frank A. Davison
Franklin M. Dew
F. Marion Dick
Allen C. McSween
James F. Miller
H. Reid Montgomery
Joseph Mullin
David Nash
Richard Osmer
Franklin L. Partridge
W. T. Perkins
O. William Perrell
A. B. Plexico
James L. Price
Charles Reckard
John A. Redhead
Gerald N. Reiff
James M. Rissmiller
Jeannette G. Rodenbough
Paul S. Ryoo
Danny Sharpe
Jerold D. Shetler
William R. Smith, III
Daniel Durway
Christopher F. East
John E. Eliason
James Eller
Hugh Evans
T. McLean Faw
Joseph W. Flora
William H. Foster, Jr.
Milton M. Foust
Gary Fravel
Samuel R. Fudge
Tempe Fussell
Joseph M. Garrison
Laura M. Spangler
Rollin M. Steele
Patricia F. Stewart
John G. Truitt
Robert L. Turner
William D. Varker
Harold F. Waldruff
Roy E. Watts
W. Russell Ward, Jr.
Robert S. Wells
John C. Whitley
Norman M. Whitney
Benjamin F. Williams
Charles Williams
James K. Wilson
John A. Womeldorf
Paul Woodall, Jr.
R. Scott Woodmansee
William J. Wrenn, Jr.

From Yadkin Presbytery

Ernest M. Bradford
James A. Dickens
E. B. Freeman
James Henderson
Everette A. Hewlett
George Hunter
Rufus F. Jamerson
Paul B. Lindsay
Ivan W. Lowery
George F. Neal
J. Herbert Nelson
Catherine J. Reed
Joe L. Spears
Michael E. Woodard

The Matter between John E. Bolton, Jr., Complainant-Appellant v. Alamance Presbyterian Church, Respondent-Appellee before the Permanent Judicial Commission of the General Assembly of the Presbyterian Church (U.S.A.)

This matter involved allegations of irregularities in the search for an associate pastor. The Permanent Judicial Commission of the Presbytery, the Synod, and finally the General Assembly all concluded that there were no errors in the matters complained against, and the case is now dismissed.

1994 Session Minutes Reviews for Clerks of Sessions

The annual record review sessions will be held in each of the sections of Presbytery beginning in April of 1995. Clerks should be alert for further announcements at the upcoming Presbytery meeting and in subsequent mailings and also the Sampler.

ADJOURNMENT AND BENEDICTION

There being no further business, the Twenty-Fourth Stated Meeting of Salem Presbytery was adjourned with prayer by Moderator W. Erwin Fuller, Jr. at 2:55 p.m. The next Stated Meeting will be held on Saturday, February 4, 1995, at 9:00 a.m. at a location to be announced.

Attested:

John M. Handley

John M. Handley
Stated Clerk

APPENDIX A

SALEM PRESBYTERY
TWENTY-FOURTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA

DOCKET

October 25, 1994

***Denotes Order of the Day**

8:00	Registration and Refreshments	
8:45	Hymn-Sing	
*** 9:00**	CALL TO ORDER	*Moderator, Erwin Fuller*
9:01	CALL TO WORSHIP AND COMMUNION Preacher: The Reverend Stephen McCutchan	
10:03	ORGANIZATION OF THE PRESBYTERY Quorum Docket and Omnibus Motion Welcome Moderator's Welcome to any corresponding members present and elders attending Presbytery for the first time Greeting from Ecumenical Visitor Reverend Charles Zimmerman, First Lutheran Church Communications	*Moderator, Erwin Fuller*
10:23	COUNCIL	*Murray White*
10:33	TELLIT (Youth Ministry/Children's Ministry)	
10:43	RECOGNITION OF WILLIE GARVIN'S 30TH YEAR OF PRESBYTERY SERVICE	
10:48	MASSANETTA SPRINGS	*George Bergdoll*
10:53	PRESBYTERIAN HOME/FAMILY SERVICES	*Peter Geitner*
10:58	HUNGER COMMITTEE (Ghana trip)	*John Brearley/Katherine Blackburn*
11:05	STEWARDSHIP EDUCATION COMMITTEE	*Michael Farris*
11:15	CAMP NEW HOPE/PRESBYTERIAN POINT	*Paul Ransford*
11:20	CAMP GRIER	*Bart Shaw*
11:25	PERSONNEL COMMITTEE	*Ed Lewis*

11:35	PEACEMAKING COMMITTEE	*Gray Clark*
11:50	BUDGET & FINANCE COMMITTEE	*Richard Orr*
11:55	"CHRISTIAN CITIZENSHIP IN EXERCISING THE RIGHT TO VOTE"	*Laura Spangler/Hank Keating*
*12:00	**CHURCH DEVELOPMENT COMMITTEE** **Includes petition to organize NW Guilford NCD as Oak Ridge Presbyterian Church**	*David Lee-Andrews*
*12:30	**LUNCH**	
1:30	PRAYERS OF INTERCESSION/DEDICATION OF 2¢-A-MEAL/PENNIES	*John Brearley*
1:32	SERMON BY CANDIDATE FOR ORDINATION	*Nathan L. Byrd*
1:50	EXAMINATIONS COMMITTEE	*Russ Ward*
2:10	COMMITTEE ON MINISTRY	*Ann Jahnes/Jim Rissmiller*
2:35	SEXUAL MISCONDUCT RESPONSE TEAM	*Ann Jahnes/Maggi Henderson/Rick Wurst*
2:45	NOMINATING COMMITTEE	*Sam McGregor*
2:50	STATED CLERK REPORT	*John Handley*
2:53	CLOSING PRAYER/BENEDICTION	
2:55	ADJOURNMENT	

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
October 25, 1994

A. Supporting information on minister changes:

1. From other presbyteries

- Nathan L. Byrd - Candidate, called to St. James Church as Associate Pastor, from Philadelphia Presbytery
  - Call Forms
  - Ordination/Installation Commission
  -
- Murv Lucilius Gardiner - called to Beulah Church and Wilkes Chapel as Pastor, from Presbytery of the James
  - Call Forms
  - Installation Commission
  -
- Robert Osman - retired, from Santa Barbara Presbytery
  -
- Al F. Thomas, Jr. - called to Speedwell Church as Pastor from New Hope Presbytery
  -
  - Installation Commission
  -
- Daniel Charles Wilkers - called to North Wilkesboro Church as Pastor, from New Hope Presbytery
  - Call Forms
  - Installation Commission
  -

2. Within presbytery

- Cynthia R. Higgins - called to Westminster Church (Greensboro) as Associate Pastor
  -
  - Installation Commission
- Laura M. Spangler - called to Trinity Church (Winston-Salem) as Co-Pastor
  -
  - Installation Commission

Reference: Committee on Ministry

B. Minutes of Ordination/Installation Commissions

1. Kathryn Cameron
2. Jeffrey J. Falter

3. Robert M. Howard
4. William Jones

Reference: Committee on Ministry

C. Letter from Presbytery of the James granting Robert A. Bryant permission to labor inside the bounds of that presbytery.

Reference: Committee on Ministry

D. Letter from General Assembly Stated Clerk, James E. Andrews, regarding a resolution passed by the 106th General Assembly "On Calling for the Closure of the School of the Americas".

Reference: Stated Clerk

E. Letter from William J. Wrenn, Jr. requesting honorable retirement effective August 30, 1994.

Reference: Committee on Ministry

F. Communication from the Permanent Judicial Commission of the General Assembly of the Presbyterian Church (U.S.A.) regarding its action on the John E. Bolton, Jr. appeal.

Reference: Stated Clerk

G. Inquirer Covenant Agreement and Release from Katrina Foster.

Reference: Preparation for Ministry Committee

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Presbytery received and admitted to the record the following Minutes of Administrative Commissions appointed to ordain/install ministers.

ORDINATION/INSTALLATION OF JEFFREY JAMES FALTER AS PASTOR OF DOGWOOD ACRES CHURCH, ASHEBORO

The Commission appointed by Salem Presbytery to ordain and install Jeffrey James Falter as Pastor of Dogwood Acres Presbyterian Church, met at the Dogwood Acres Presbyterian Church on August 22, 1994, at 3:45 p.m. The meeting was called to order by Larry Ayers. The prayer was offered by Larry Ayers. The following members were present: Ministers Larry Ayers, Holly Hayes, Mike Warren, William Clark; Elders Frances Fitzpatrick, Jane Miller, Richard Acker, and Jill Weist. Mike Warren was elected Moderator and Jill Weist, Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 4:00 p.m., the Moderator presiding. Holly Hayes preached the sermon using as her text Isaiah 6:1-8 and her topic, "Standing at the Crossroad." Mike Warren propounded the constitutional questions to the minister and congregation and offered the prayer of ordination and installation. Jeffrey James Falter was declared duly ordained and installed as Pastor of Dogwood Acres Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). William Clark charged the Pastor and Larry Ayers charged the congregation.

Jeffrey James Falter, the newly ordained and installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Mike Warren.

INSTALLATION OF ROBERT M. HOWARD AS PASTOR OF CENTRE CHURCH, MT. MOURNE

The Commission appointed by Salem Presbytery to install Robert M. Howard as Pastor of Centre Presbyterian Church, met at the Centre Presbytery Church on September 18, 1994, at 4:00 p.m. The meeting was called to order by Holly Hayes. The prayer was offered by Holly Hayes. The following members were present: Ministers Shawn Barkley, Holly Hayes, Russ Ritchel; Elders Steve Kivett, Paul Morgan, and John Robertson.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 4:00 p.m., the Moderator presiding. Shawn Barkley preached the sermon entitled, "Walking in the Truth." John Robertson propounded the constitutional questions. Paul Morgan offered the prayer of installation. Robert M. Howard was declared duly installed as Pastor of the Centre Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Russ Ritchel charged the Pastor, and Steve Kivett charged the congregation.

Robert M. Howard, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer.

INSTALLATION OF WILLIAM JONES AS PASTOR OF REID MEMORIAL CHURCH, MOORESVILLE

The Commission appointed by Salem Presbytery to install William Jones as Pastor of Reid Memorial Presbyterian Church, met at the Reid Memorial Presbyterian Church on August 17, 1994, at 3:45 p.m. The meeting was called to order by Mike Warren. The prayer was offered by Mike Warren. The following members were present: Ministers Mike Warren, Ivan Lowery, James Dickens, James Thomas, Ed Lewis; Elders Phyllis Chambers and Mae Helen Byers. Mike Warren was elected Moderator and Phyllis Chambers, Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 4:00 p.m., the Moderator presiding. James A. Thomas preached the sermon using as his text Matthew 9:37-38 and his topic, "A Call To Service." Mike Warren propounded the constitutional questions to the minister. Phyllis Chambers propounded the constitutional questions to the congregation. Ed Lewis offered the prayer of installation. William Jones was declared duly installed as Pastor of Reid Memorial Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). James A. Thomas charged the Pastor, and Ivan Lowery charged the congregation.

William Jones, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer.

INSTALLATION OF ERICH WOLFE THOMPSON AS ASSOCIATE PASTOR OF STARMOUNT CHURCH, GREENSBORO

The Commission appointed by Salem Presbytery to Install Erich Wolfe Thompson as Associate Pastor of Starmount Presbyterian Church, met at the Starmount Presbyterian Church on September 18, 1994, at 2:30 p.m. The meeting was called to order by James Layman. The prayer was offered by James Layman. The following members were present: Ministers James Layman, Thomas Miller, Lisa Mullen; Elders Roger Sutton, Walter Pharr, Monie Pleuger, Luella Graves, and Wilbur Swain. James Layman was elected Moderator and Roger Sutton, Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 3:00 p.m., the Moderator presiding. Thomas Miller preached the sermon, "Who, What, and How We Are". James Layman propounded the constitutional questions to the minister. Monie Pleuger offered the prayer of installation. Erich W. Thompson was declared duly installed as Associate Pastor of Starmount Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Lisa Mullen charged the Associate Pastor, and Roger Sutton charged the congregation.

Erich W. Thompson, the newly installed Associate Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Monie Pleuger.

APPENDIX D

IF YOU ARE PROVIDED A HOUSING ALLOWANCE, FILL OUT THIS FORM!

SALEM PRESBYTERY
1995 MINISTER'S ANNUAL COMPENSATION REPORT FORM

Minister's Name ______________________

Church/Employing Agency ______________________

		1995 Minimum*	1995 Amount
1.	SALARY**	$19,000	$______
2.	HOUSING ALLOWMANCE	$ 6,350	$______
	§sub-total	$25,350	$______
3.	AUTO REIMBURSEMENT	$ 2,900	$______
4.	BOARD OF PENSIONS	Provided	Provided
5.	CONTINUING EDUCATION and/or BOOK REIMBURSEMENT	$ 750	$______
6.	VACATION	4 weeks	______
7.	STUDY LEAVE	2 weeks	______
8.	MATERNITY LEAVE with full pay	2 months	______
9.	DAYS OFF PER WEEK	1 per week	______
10.	MOVING EXPENSES REIMBURSEMENT (moving to the field)	Provided	Provided

* calls for 3/4, 1/2, 1/4 time, multiply full time (48 hrs.) by fraction

** social security equivalent has been added to this figure. $100 for each year of experience, up to 10 years, may added to salary figure.

§ on existing calls, the sub-total will be what is examined to see that it meets minimum

---

ADDITIONAL FORMS OF COMPENSATION (OPTIONAL)

		1995 Amount
11.	DISABILITY INSURANCE	$
12.	GROUP TERM LIFE INSURANCE	$
13.	403(b) PENSION or TSA	$
14.	MANSE EQUITY	$
15.	FLEXIBLE SPENDING ACCOUNT - Sec. 125 plan	$
16.	PROFESSIONAL EXPENSE REIMBURSEMENT	$
17.	ADDITIONAL TIME OFF	______
18.	SICK LEAVE TIME	______
19.	OTHER ______________________	______

IF YOU ARE PROVIDED A MANSE, FILL OUT THIS FORM!

SALEM PRESBYTERY
1995 MINISTER'S ANNUAL COMPENSATION REPORT FORM

Minister's Name ______________________________

Church/Employing Agency ______________________________

			1995 Minimum*	1995 Amount
1.	SALARY**		$19,000	$ ______
2.	MANSE ALLOWANCE		$ 3,000	$ ______
		§sub-total	$22,000	$ ______
3.	AUTO REIMBURSEMENT		$ 2,900	$ ______
4.	BOARD OF PENSIONS		Provided	Provided
5.	CONTINUING EDUCATION and/or BOOK REIMBURSEMENT		$ 750	$ ______
6.	VACATION		4 weeks	______
7.	STUDY LEAVE		2 weeks	______
8.	MATERNITY LEAVE with full pay		2 months	______
9.	DAYS OFF PER WEEK		1 per week	______
10.	MOVING EXPENSES REIMBURSEMENT (moving to the field)		Provided	Provided

* calls for 3/4, 1/2, 1/4 time, multiply full time (48 hrs.) by fraction

** social security equivalent has been added to this figure. $100 for each year of experience, up to 10 years, may added to salary figure.

§ on existing calls, the sub-total will be what is examined to see that it meets minimum

---

ADDITIONAL FORMS OF COMPENSATION (OPTIONAL)

		1995 Amount
11.	DISABILITY INSURANCE	$
12.	GROUP TERM LIFE INSURANCE	$
13.	403(b) PENSION or TSA	$
14.	MANSE EQUITY	$
15.	FLEXIBLE SPENDING ACCOUNT - Sec. 125 plan	$
16.	PROFESSIONAL EXPENSE REIMBURSEMENT	$
17.	ADDITIONAL TIME OFF	______
18.	SICK LEAVE TIME	______
19.	OTHER ______________________________	______

APPENDIX E

POLICY REGARDING SOLICITATION OF FUNDS FROM SALEM CHURCHES

Institutions and agencies of Presbytery, and the Presbyterian Church (U.S.A.), and institutions and agencies with official relationship to the Presbyterian Church (U.S.A.) shall clear through the Budget/Finance Committee and the Council for recommendation to Presbytery any requests for funds, including campaigns and offerings. Presbytery may recommend to its churches special offerings or campaigns for an institution officially related to Presbytery. The request for the special offering must be received either before or during the budget hearing for the budget year in which the offering is to be received. Such offerings or campaigns may not be solicited except during the first six months of the upcoming budget year.

GUIDELINES FOR INTERPRETATION:

1. Presbytery shall be concerned that its churches not be inundated with requests for funds in any given year.

2. Institutions and agencies of Presbytery, and the Presbyterian Church (U.S.A.), and institutions and agencies with official relationship to the Presbyterian Church (U.S.A.) shall request approval of Salem Presbytery for inclusion on a recommended list of approved solicitors of special offerings and campaigns in any given year.

3. Presbytery shall be concerned that our churches have adequate information in setting their priorities in response to such requests.

4. Institutions and agencies that willfully ignore this policy will be subject to not receiving support from Presbytery, either financial or otherwise.

5. Institutions and agencies of Presbytery (not including institutions and agencies of the Presbyterian Church (U.S.A.) or other related bodies) shall NOT collect funds for endowments through such special offerings or campaigns.

6. Presbytery should be concerned to carry out this policy so that churches would understand its helping nature, rather than perceive Presbytery in a negative role.

[illegible]

APPENDIX F

MOOSE, MARTIN & HAYNES, P.A.
CERTIFIED PUBLIC ACCOUNTANTS
116 - 118 COURT STREET - P.O. BOX 1308
STATESVILLE, NC 28687

D.M. MOOSE, C.P.A.
C.J. MARTIN, C.P.A.
S.C.HAYNES, C.P.A.

S.C. CULLEN, C.P.A.
R.M. LUNDY, C.P.A.
M.C. WILLIAMS, C.P.A.

MEMBER AMERICAN INSTITUTE OF
CERTIFIED PUBLIC ACCOUNTANTS
N.C. ASSOCIATION OF C.P.A.s

704-872-7441
FAX: 704-872-6310

INDEPENDENT AUDITOR'S REPORT

For 1993

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The Council of Salem Presbytery
Clemmons, North Carolina

We have audited the accompanying balance sheets of the General Fund, Restricted Fund, Loan and Grant Fund, Bicentennial Fund, New Church Development Fund and Plant Fund of Salem Presbytery as of December 31, 1993, and the related statements of support, revenue, expenses and changes in fund balances and changes in financial position for the year then ended. These financial statements are the responsibility of the Presbytery's management. Our responsibility is to express an opinion on these financial statements based on our audit. We did not audit the financial statements of Camp Grier, Camp New Hope and Presbyterian Point, which represent 96% of the assets of the Plant Fund. Those financial statements were audited by other auditors whose reports thereon have been furnished to us, and our opinion, insofar as it relates to the amounts included for Camp Grier, Camp New Hope and Presbyterian Point, is based solely on the reports of the other auditors.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit and the reports of other auditors provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Salem Presbytery as of December 31, 1993, and the results of its operations and changes in its financial position for the year then ended in conformity with generally accepted accounting principles.

Our audit was made for the purpose of forming an opinion on the financial statements taken as a whole. The supplementary information contained on pages 1 through 14 is presented for purposes of additional analysis and is not a required part of the financial statements. Such information has been subjected to the auditing procedures applied in our examination of the financial statements and, in our opinion, is fairly stated in all material respects in relation to the financial statements taken as a whole.

Moose Martin & Haynes, P.A.

Statesville, North Carolina
September 30, 1994

Salem Presbytery

BALANCE SHEET

December 31, 1993

With Comparative Totals for 1992

	General Fund	Restricted Fund	Loan and Grant Fund	Bicentennial Fund	New Church Development Fund	Plant Fund	Totals (Memorandum Only) 1993	Totals (Memorandum Only) 1992
ASSETS								
Cash and temporary investments	$116,615	$363,275	$138,106	$ 13,810	$ 18,960	$ -	$ 650,766	$ 569,669
Receivables								
Presbyterian mission support	-	142,117	-	-	-	-	142,117	135,475
Pledges - Note 1	-	-	-	295,329	-	-	295,329	175,237
Notes - Note 4	-	33,000	91,599	-	-	-	124,599	150,759
From other funds	184,218	-	1,000	178	-	-	185,396	199,417
Other	4,090	4,891	100	14,341	5,416	-	28,838	4,324
Total receivables	188,308	180,008	92,699	309,848	5,416	-	776,279	665,212
Investments	-	-	103,250	-	-	-	103,250	91,617
Prepaid expenses	-	-	-	-	-	-	-	4,186
Property, plant & equipment - Notes 1 and 2	-	-	-	-	385,802	23,256	409,058	344,956
Investment in camps - Notes 2 and 3	-	-	-	-	-	515,642	515,642	513,848
Total assets	$304,923	$543,283	$334,055	$323,658	$410,178	$538,898	$2,454,995	$2,189,488
LIABILITIES AND FUND BALANCES								
Liabilities								
Presbyterian mission support	$ 814	$193,005	$ -	$ -	$ -	$ -	$ 193,819	$ 286,927
Deferred support - Note 1	-	-	-	295,329	-	-	295,329	175,237
Accounts & other payables	6,411	-	-	2,775	4,034	-	13,220	6,167
To other funds	-	184,086	-	-	1,310	-	185,396	199,417
Total liabilities	7,225	377,091	-	298,104	5,344	-	687,764	667,748
Fund balances								
Unrestricted								
Board designated	229,261	41,232	-	-	-	-	270,493	117,957
Undesignated	68,437	-	-	-	-	-	68,437	132,256
Restricted - Notes 5 and 6	-	124,960	334,055	25,554	404,834	515,642	1,405,045	1,233,011
Investment in plant	-	-	-	-	-	23,256	23,256	38,516
Total fund balances	297,698	166,192	334,055	25,554	404,834	538,898	1,767,231	1,521,740
Total liabilities and fund balances	$304,923	$543,283	$334,055	$323,658	$410,178	$538,898	$2,454,995	$2,189,488

The accompanying notes are an integral part of these financial statements.

Salem Presbytery

STATEMENT OF SUPPORT, REVENUE, EXPENSES AND CHANGES IN FUND BALANCES

Year Ended December 31, 1993

With Comparative Totals for 1992

	General Fund	Restricted Fund	Loan and Grant Fund	Bicentennial Fund	New Church Development Fund	Plant Fund	Total (Memorandum Only) 1993	Total (Memorandum Only) 1992
SUPPORT AND REVENUE								
Presbyterian mission support	$ -	$ 2,208,859	$ -	$ -	$ -	$ -	$2,208,859	$2,294,584
Investment income	3,998	2,996	22,050	179	233	-	29,456	24,496
Gifts, grants and legacies	-	5,010	137	21,908	61,628	-	88,683	23,681
Program receipts	24,418	-	-	-	8,016	-	32,434	36,488
Other receipts	13,516	-	-	-	-	-	13,516	1,574
Total support and revenue	41,932	2,216,865	22,187	22,087	69,877	-	2,372,948	2,380,823
EXPENSES								
Presbyterian mission support	814	1,055,521	-	-	-	-	1,056,335	1,227,498
Salaries and related expenses	431,885	-	-	-	-	-	431,885	414,974
Occupancy & office rents	33,899	-	-	-	-	-	33,899	35,292
Depreciation	-	-	-	-	-	51,040	51,040	49,862
Other administrative expenses	31,294	-	-	-	-	-	31,294	35,993
Program services	390,131	-	-	-	36,483	-	426,614	495,230
Two-Cents-a-Meal Hunger Program	-	80,668	-	-	-	-	80,668	122,133
Other	-	8,559	163	7,000	-	-	15,722	3,953
Total expenses	888,023	1,144,748	163	7,000	36,483	51,040	2,127,457	2,384,935
EXCESS (DEFICIENCY) OF SUPPORT AND REVENUE OVER EXPENSES	(846,091)	1,072,117	22,024	15,087	33,394	(51,040)	245,491	(4,112)
FUND BALANCES - BEGINNING OF YEAR	210,557	124,524	623,828	10,467	-	552,364	1,521,740	1,525,852
INTERFUND TRANSFERS	933,232	(1,030,449)	(311,797)	-	371,440	37,574	-	-
FUND BALANCES - END OF YEAR	$ 297,698	$ 166,192	$ 334,055	$25,554	$404,834	$538,898	$1,767,231	$1,521,740

The accompanying notes are an integral part of these financial statements.

Salem Presbytery

STATEMENT OF CHANGES IN FINANCIAL POSITION

Year Ended December 31, 1993

	General Fund	Restricted Fund	Loan and Grant Fund	Bicentennial Fund	New Church Development Fund	Plant Fund	Total (Memorandum Only) 1993
RESOURCES PROVIDED							
Excess (deficiency) of support and revenue over expenses	$ (846,091)	$ 1,072,117	$ 22,024	$15,087	$33,394	$(51,040)	$245,491
Items that do not use (provide) resources							
Provision for depreciation	-	-	-	-	-	51,040	51,040
Decrease (increase) in due from other funds	6,164	-	8,035	(178)	-	-	14,021
Total resources provided	(839,927)	1,072,117	30,059	14,909	33,394	-	310,552
RESOURCES USED							
Purchases of plant assets	-	-	-	-	79,362	37,574	116,936
Decrease (increase) in payables and accrued expenses	50,562	42,302	-	(2,775)	(4,034)	-	86,055
Increase (decrease) in receivables & prepaids	(2,331)	11,037	(26,096)	12,784	5,416	-	810
Decrease (increase) due to other funds	-	15,331	-	-	(1,310)	-	14,021
Purchase of investments	-	-	11,633	-	-	-	11,633
Total resources used	48,231	68,670	(14,463)	10,009	79,434	37,574	229,455
TRANSFERS							
Mission support	1,030,806	(1,030,806)	-	-	-	-	-
Plant acquisitions	(37,574)	-	-	-	-	37,574	-
Other	(60,000)	357	(5,357)	-	65,000	-	-
Total cash transfers	933,232	(1,030,449)	(5,357)	-	65,000	37,574	-
Increase (decrease) in cash	$ 45,074	$ (27,002)	$ 39,165	$ 4,900	$18,960	$ -	$ 81,097

The accompanying notes are an integral part of these financial statements.

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies of Salem Presbytery (hereinafter referred to as the "Presbytery") are described below to enhance the usefulness of the financial statements to the reader.

Fund Accounting

To ensure observance of limitations and restrictions placed on the use of resources available to the Presbytery, the accounts are maintained in accordance with the principles of fund accounting. This is a procedure by which resources are classified for accounting and reporting purposes into funds established according to their nature and purpose.

The Presbytery's funds are as follows:

General Fund - this fund accounts for unrestricted resources that are available for the support and operation of the office of the Presbytery.

Restricted Fund - this fund accounts for all Presbyterian mission collections and disbursements and various donor restricted gifts.

Loan and Grant Fund - this fund accounts for resources restricted to use for loans and grants to churches and loans to individuals.

Bicentennial Fund - this fund accounts for resources restricted by churches and individuals to use for the Bicentennial Fund mission projects in partnership with the General Assembly and the Synod of the Mid-Atlantic.

New Church Development Fund - this fund accounts for resources restricted by churches and individuals and designated by the Presbytery for approved areas of new church development. This fund may temporarily hold property, plant and equipment acquired for new church development projects.

Plant Fund - this fund accounts for all property, plant and equipment owned by the Presbytery.

Plant assets and depreciation

Uses of general and other funds for plant acquisitions are accounted for as transfers to the Plant Fund. Proceeds from the sale of plant assets are transferred to the General Fund. Depreciation is provided over the estimated useful lives of the respective assets on a straight-line basis for the property, plant and equipment.

The Presbytery also may hold title to various church properties located within its boundaries for canonical purposes only. These properties are not included in the Plant Fund.

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Support and revenues

Due to the voluntary nature of Presbyterian mission support received from member churches, support is recognized when received by the Presbytery, except for support received in the two weeks following the year end, which is recognized in the year intended by the member churches.

Deferred support

Pledges for the Bicentennial Fund are recorded as deferred revenue. Pledges for projects within the Presbytery are recognized as support in the statement of support, revenue, expenses and changes in fund balances when the pledges are collected; therefore, no allowance for uncollectible pledges is deemed necessary.

Pension plan

The Presbytery participates in a pension fund for the employees and ministers, administered by the Board of Pensions of the Presbyterian Church (USA). Eligibility is determined by age, length of service, and salary base. The pension expense of 1993 was $12,797 for the employees, and $24,001 for the ministers.

Comparative Total (Memorandum Only)

The total data are presented to facilitate financial analysis. The totals do not present financial position, results of operations, or changes in cash flow in conformity with generally accepted accounting principles. No consolidating or other eliminations were made in arriving at the totals; thus, they do not represent consolidated information.

Reclassifications

Certain items in the accompanying financial statements for 1992 have been reclassified in order to conform with the 1993 financial statement presentation.

NOTE 2 - PLANT ASSETS

Purchased plant assets are recorded at cost. Donated plant assets are recorded at fair market value at the date received, except for property, plant and equipment associated with Camps Grier, New Hope and Presbyterian Point. Related camp assets acquired from antecedent presbyteries are recorded at historical cost. Property, plant and equipment are comprised of the following at December 31:

	1993	1992
PLANT FUND		
Presbytery office, Clemmons, NC:		
Furniture and equipment	$ 99,126	$ 96,124
Less: accumulated depreciation	(75,870)	(57,608)
	23,256	38,516
Investment in Camps (Note 3):		
Camp Grier		
Land improvements	77,813	73,436
Buildings and improvements	179,625	173,263
Furniture and equipment	73,770	70,270
Less: accumulated depreciation	(223,701)	(212,192)
	107,507	104,777
Camp New Hope		
Land improvements	143,034	142,296
Buildings and improvements	69,250	293,809
Furniture and equipment	300,626	66,715
Less: accumulated depreciation	(198,999)	(187,157)
	313,911	315,663
Presbyterian Point		
Land improvements	4,301	4,301
Buildings and improvements	109,245	120,531
Furniture and equipment	121,416	99,887
Less: accumulated depreciation	(140,738)	(131,311)
	94,224	93,408
Property, plant, and equipment - Plant Fund	$ 538,898	$ 552,364
NEW CHURCH DEVELOPMENT FUND		
First Korean Presbyterian Church		
Land improvements	$ 100,740	$ 100,740
Proposed church - Guilford County		
Land, building and equipment	285,062	205,700
Property, plant and equipment - New Church Development Fund	$ 385,802	$ 306,440

NOTE 3 - INVESTMENT IN CAMPS

The Presbytery acquired joint ownership of three camps from the antecedent presbyteries:

Camp Grier - 33 1/3% ownership with the presbyteries of Western North Carolina and Charlotte;

Camp New Hope - 50% ownership with the Presbytery of New Hope; and

Presbyterian Point - 50% ownership with the Presbytery of New Hope.

The Presbytery's investment in the camps is recorded in the Plant Fund at the book value of the property, plant and equipment of each camp. Annual subsidies to each camp in excess of capital improvements are recorded as current expenditures for program services in the General Fund.

Subsidies to each camp are as follows:

	1993	1992
Camp Grier	$ 33,543	$ 34,012
Camp New Hope and Presbyterian Point	74,352	80,699
	$107,895	$114,711

Each year, the Presbytery provided $3,600 of assistance with administrative costs to Camp New Hope and Presbyterian Point. In 1992, the Presbytery also forgave a $9,940 loan to Camp Grier.

NOTE 4 - NOTES RECEIVABLE

Notes receivable consist of the following at December 31:

	1993	1992
Restricted Fund		
Duke University	$ 33,000	$ 33,000
Loans and Grant Fund		
Various churches and individuals	91,599	117,759
	$124,599	$150,759

NOTE 5 - RESTRICTED FUND

The restricted fund balance is comprised of the following at December 31:

	1993	1992
Two-Cents-a-Meal Hunger Fund	$ 91,990	$ 61,440
Synod/Duke Building Fund	41,232	39,656
Hsinchu Presbytery Partnership Fund	4,899	3,607
Peacemaking Fund	4,580	4,012
Black Caucus Fund	1,525	1,368
Campus Ministry Funds	15,618	13,793
Other	6,348	648
	$166,192	$124,524

NOTE 6 - LOAN AND GRANT FUND

The loan and grant fund balance is comprised of the following funds restricted for loans and grants at December 31:

	1993	1992
Church Development Loan Fund	$ 61,266	$371,372
General Loan Fund	150,000	150,000
Grant Fund	15,768	10,860
Knox-Abernathy Fund	1,084	934
D. P. Foust Fund		
Home Mission Work	9,326	7,955
Preaching Weak Churches	11,132	11,267
Other	51,138	42,303
Stone Estate Fund	25,896	21,622
Maryland Hickerson Fund	1,250	1,250
Cora Harrison Fund	824	692
Virgil Ashbaugh Fund	2,391	2,028
Richard Bernhardt, Jr. Fund	-	83
Mary Smith Loan Fund	3,980	3,462
	$334,055	$623,828

The Orange Presbytery Foundation, Inc. continues to hold shares of stock in the North Carolina Railroad Co. for the benefit of Salem Presbytery. At December 31, 1993, the market value of this investment was $43,472.

NOTE 7 - TAX EXEMPT STATUS

The Presbytery is a nonprofit organization exempt under Internal Revenue Code Section 501(c)(3). It pays neither federal or state income taxes on related income.

Salem Presbytery

STATEMENT OF SUPPORT, DISBURSEMENTS AND TRANSFERS OF PRESBYTERIAN MISSION RECEIPTS

Year Ended December 31, 1993

	Actual	Budgeted	Actual Over (Under)
SUPPORT			
Presbyterian mission receipts from churches			
Budgeted unified & selected giving	$1,848,170	$1,850,000	$ (1,830)
Non-budgeted selected giving			
Special offerings	130,303	-	130,303
Validated causes	230,386	-	230,386
Total support	$2,208,859	$1,850,000	$358,859
DISBURSEMENTS			
General Assembly			
Budgeted unified & selected giving			
Presbyterian mission	$ 321,371	$ 321,884	$ (513)
Per capita assessments	167,237	167,237	-
Non-budgeted selected giving			
Special offerings			
One Great Hour of Sharing Offering	49,805	-	49,805
Christmas Joy Gift Offering	37,863	-	37,863
Witness Offering	17,933	-	17,933
Validated causes			
SOS Projects	2,541	-	2,541
1% theological fund	43,253	-	43,253
Crisis relief	39,198	-	39,198
Other special gifts	5,216	-	5,216
Synod of the Mid-Atlantic			
Budgeted unified & selected giving			
Presbyterian mission	209,493	209,795	(302)
Assessments	95,455	95,455	-
Non-budgeted selected giving			
Special offerings			
Mother's Day Offering	10,068	-	10,068
Thanksgiving Offering	10,676	-	10,676
Validated causes			
Presbyterian Homes, Inc.	2,285	-	2,285
Barium Springs Home for Children	3,735	-	3,735
Synod Partnership Funds	28,879	28,879	-
Other	1,928	-	1,928
Salem Presbytery			
Non-budgeted selected giving			
Validated causes			
Grandfather Home for Children	3,285	-	3,285
Other	5,300	-	5,300
Total disbursements	1,055,521	823,250	232,271

	Actual	Budgeted	Actual Over (Under)
TRANSFERS			
Salem Presbytery			
General Fund			
Budgeted unified & selected giving			
Presbyterian mission	1,024,495	1,025,550	(1,055)
Non-budgeted selected giving			
Validated causes			
Other special gifts	28	-	28
Restricted Fund			
Non-budgeted selected giving			
Special offerings			
Peacemaking	3,958	-	3,958
Validated causes			
Two-Cents-a-Meal Hunger Program	109,897	-	109,897
Hsinchu Presbytery Partnership	1,240	1,200	40
Candidates Ordination	1,305	-	1,305
Winston-Salem Campus Ministries	12,415	-	12,415
Total transfers	1,153,338	1,026,750	126,588
Total disbursements and transfers	$2,208,859	$1,850,000	$358,859

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